



EMPLOYMENT TRIBUNALS

Claimants: 1. Mrs J Saddington
2. Mrs S Gallimore

Respondent: Mulberry Services Limited (in voluntary liquidation)

HELD AT: Liverpool **ON:** 1 March 2019

BEFORE: Employment Judge Shotter

REPRESENTATION:

Claimants: In person
Respondent: No attendance

JUDGMENT

The judgment of the Tribunal is:

MRS S GALLIMORE: 2415358/2018

- (1) MRS GALLIMORE was wrongfully dismissed and is entitled to damages for breach of contract and the respondent is ordered to pay to the claimant unpaid statutory notice pay in the sum of £1478.48 net (8 weeks @ £184.81 net).
- (2) MRS GALLIMORE was dismissed by reason of redundancy and is entitled to a statutory redundancy payment. The claimant had 12 years' service, she was 53 years old at the date of dismissal on 30 June 2018 and was paid £187.92 gross per week. The respondent is ordered to pay to the claimant a statutory redundancy payment in the sum of £2,255.04.
- (3) MRS GALLIMORE was unfairly dismissed and her claim for unfair dismissal is well-founded. The respondent is ordered to pay to the claimant damages for unfair dismissal in the sum of £500 consisting of a basic award which has been subsumed by the redundancy payment, and a compensatory award consisting of loss of statutory rights in the sum of £500.00.

MRS J SADDINGTON: 2415101/2018

- (4) MRS SADDINGTON was wrongfully dismissed and is entitled to damages for breach of contract and the respondent is ordered to pay to the claimant unpaid statutory notice pay in the sum of £2217.72 net (12 weeks @ £184.81 net).
- (5) MRS SADDINGTON was dismissed by reason of redundancy and is entitled to a statutory redundancy payment. The claimant had 16 years' service, she was 64 years old at the date of dismissal on 30 June 2018 and was paid £187.92 gross per week. The respondent is ordered to pay to the claimant a statutory redundancy payment in the sum of £4,510.08.
- (6) MRS SADDINGTON was unfairly dismissed and her claim for unfair dismissal is well-founded. The respondent is ordered to pay to the claimant damages for unfair dismissal in the sum of £500, consisting of a basic award which has been subsumed by the redundancy payment, and a compensatory award consisting of loss of statutory rights in the sum of £500.00.

22.3 .19

Employment Judge Shotter
JUDGMENT & REASONS SENT TO THE PARTIES ON
5 April 2019

FOR THE SECRETARY OF THE TRIBUNALS



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2415101/2018**

Name of **Mrs J Saddington** v **Mulberry Services Ltd (in**
case(s): **Mrs S Gallimore** **voluntary liquidation)**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **5 April 2019**

"the calculation day" is: **6 April 2019**

"the stipulated rate of interest" is: **8%**

MR J PRICE
For the Employment Tribunal Office

INTEREST ON TRIBUNAL AWARDS

GUIDANCE NOTE

1. This guidance note should be read in conjunction with the booklet, 'The Judgment' which can be found on our website at www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, paper copies can be obtained by telephoning the tribunal office dealing with the claim.

2. The Employment Tribunals (Interest) Order 1990 provides for interest to be paid on employment tribunal awards (excluding sums representing costs or expenses) if they remain wholly or partly unpaid more than 14 days after the date on which the Tribunal's judgment is recorded as having been sent to the parties, which is known as "the relevant decision day".

3. The date from which interest starts to accrue is the day immediately following the relevant decision day and is called "the calculation day". The dates of both the relevant decision day and the calculation day that apply in your case are recorded on the Notice attached to the judgment. If you have received a judgment and subsequently request reasons (see 'The Judgment' booklet) the date of the relevant judgment day will remain unchanged.

4. "Interest" means simple interest accruing from day to day on such part of the sum of money awarded by the tribunal for the time being remaining unpaid. Interest does not accrue on deductions such as Tax and/or National Insurance Contributions that are to be paid to the appropriate authorities. Neither does interest accrue on any sums which the Secretary of State has claimed in a recoupment notice (see 'The Judgment' booklet).

5. Where the sum awarded is varied upon a review of the judgment by the Employment Tribunal or upon appeal to the Employment Appeal Tribunal or a higher appellate court, then interest will accrue in the same way (from "the calculation day"), but on the award as varied by the higher court and not on the sum originally awarded by the Tribunal.

6. 'The Judgment' booklet explains how employment tribunal awards are enforced. The interest element of an award is enforced in the same way.