



**Claimant:** Mr S D Watts

**Respondent:** City Catering Partners Ltd

# JUDGMENT

## Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the claimant's wages for 1 to 7 January 2019 and is ordered to pay the claimant the gross sum of £634.00.
2. The claimant was dismissed in breach of contract in respect of his 12 weeks' notice entitlement and the respondent is ordered to pay damages to the claimant in the net sum of £2,564.09 (after giving credit for net earnings from alternative employment from 21 January 2019).
3. The claimant was unfairly dismissed by reason of redundancy and the respondent is ordered to pay him a Basic Award of £8,636.00 representing 16 years continuous service of which two were when aged over 41 years at the statutory maximum week's pay of £508.00 and a Compensatory Award of £3,982.57 (comprising £500.00 for loss of statutory rights and £3,282.57 future loss of earnings for 3 months at the daily shortfall of £38.27). Past loss of earnings is subsumed in the notice pay award. The Recoupment Regulations 1996 do not apply to this award.
4. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of £451.85.
5. Pursuant to Section 207 of the Trade Union & Labour Relations (Consolidation) Act 1992, the Tribunal awards an uplift of compensation in the sum of £1,908.13, namely 25% of the combined sums of £634.00, £2564.09, £3,282.57 and £451.85, totalling £7,632.51 under paragraphs 1,2 3 and 4 above for failure to comply with the ACAS Code of Practice. The respondent is ordered to pay this uplift of £1,908.13 to the claimant. The uplift does not apply to the Basic Award for unfair dismissal.

6. The hearing listed on 6 June 2019 is cancelled.

Regional Employment Judge Parkin

Date: 5 April 2019

JUDGMENT SENT TO THE PARTIES ON

9 April 2019

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2401991/2019**

Name of **Mr M Reid** v **Toale Mechanical And  
case(s): Electrical Services  
Limited**

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: **9 April 2019**

"the calculation day" is: **10 April 2019**

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

MR I STOCKTON  
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](http://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.