



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Jane Bayliss

**Respondent:** (1) Jones Goodman Limited

(2) Mr Jamie Jones and Mrs Victoria Jones

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

**THE TIME** for presenting a response having expired and no valid response having been presented, it is the judgment of the Tribunal that:

1. The claimant was employed by the first respondent, and upon withdrawal of her claims against the second respondent, the claimant's claims against them are dismissed.
2. The claimant was dismissed by reason of redundancy, and she is entitled to a redundancy payment.

She has over 20 years service, all the latter years being at over the age of 41, and she is entitled to a redundancy payment of 1.5 week's pay for 20 years:

1.5 x 30 x £264.00

**£7920.00**

which sum the first respondent is ordered to pay her.

3. The claimant was dismissed without notice, and is she entitled to 12 week's notice pay, as damages for breach of contract. Her net weekly pay was £204.00.

12 x £204

**£2448.00**

This is a net sum, which the first respondent is ordered to pay her, and the first respondent should account to HMRC for tax and national insurance (if any) due upon it.

4. The first respondent has made unauthorised deductions from the claimant's wages, in that she had worked a week in hand, for which she has not been paid a total

of £264.00 gross, **£204.00** net, which sum the first respondent is ordered to pay the claimant, and to account to HMRC for the appropriate deductions for tax and national insurance.

5. The claimant's complaint of failure to pay to the claimant an amount due to the claimant under regulation 14 (2) or regulation 16 (1) of the Working Time Regulations 1998 is well-founded and the first respondent shall pay to the claimant the sum of £907.95 in respect of 48 hours untaken but accrued holiday (holiday pay) at the rate of £6.18 per hour, based on a 33 hour week

48 x £6.18 = £296.64 **£296.64**

This is a gross sum, and the first respondent should account to HMRC for tax and national insurance (if any) due upon it.

6. The hearing listed for 14 August 2019 is cancelled.

**EMPLOYMENT JUDGE HOLMES**

**DATED: 6 June 2019**

**JUDGMENT SENT TO THE PARTIES ON**

**10 June 2019**

**AND ENTERED IN THE REGISTER**

**FOR SECRETARY OF THE TRIBUNALS**



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2402489/2019**

Name of case(s): **Mrs J Bayliss** v **Jones Goodman Ltd**

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: **10 June 2019**

"the calculation day" is: **11 June 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.