



# THE EMPLOYMENT TRIBUNALS

**Claimant:** Mr David Falcus First Claimant  
Mr Scott Leonard Second Claimant  
Mr Paul McGarrity Third Claimant

**Respondent:** RDT Decorating Limited

**Heard at:** North Shields Hearing Centre      **On:** Friday 31<sup>st</sup> May 2019

**Before:** Employment Judge Johnson sitting alone

***Representation:***

**Claimant:** First Claimant – In Person  
Second Claimant – In Person  
Third Claimant – No attendance and no appearance

**Respondent:** No attendance and no appearance

## JUDGMENT ON REMEDY

**1. Holiday Pay**

The respondent has failed to pay to each claimant their holiday entitlement and is ordered to pay to each claimant the gross sum of £423.15.

**2. Notice Pay**

Each claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the first claimant at the rate of 7 weeks pay in the sum of £2,961.70. The respondent is ordered to pay to the second claimant damages at the rate of 5 weeks pay in the sum of £2,115.75. The respondent is ordered to pay to the third claimant at the rate of 5 weeks pay in the sum of £2,115.75.

**3. Redundancy Payments**

Each claimant is entitled to a redundancy payment, calculated upon their age and length of service. The sums to be paid to each claimant by way of redundancy payment are as follows:-

- i) the respondent shall pay to the first claimant by way of redundancy payment the sum of £4,443.08
  - ii) the respondent shall pay to the second claimant by way of redundancy payment the sum of £2,750.38
  - iii) the respondent is ordered to pay to the third claimant by way of redundancy payment the sum of £3,173.64
- 4 The sums ordered to be paid above by way of holiday pay and notice pay shall be paid gross and the claimants shall be responsible for the payment of any income tax and national insurance contributions thereon.

**EMPLOYMENT JUDGE JOHNSON**

**JUDGMENT SIGNED BY EMPLOYMENT  
JUDGE ON 5 June 2019**

**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): **2500535/2019 & others**

Name of case(s): **Mr D Falcus & others** v **Rdt Decorating 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: **13 June 2019**

"the calculation day" is: **14 June 2019**

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

MISS K FEATHERSTONE  
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.