



EMPLOYMENT TRIBUNALS

Claimant: Miss G Briggs

Respondent: North West of England and Isle of Man Reserve Forces and Cadets Association

Heard at: Manchester

On: 27 June 2019

Before: Employment Judge Horne
Mr G Skilling
Mrs B J McCaughey

REPRESENTATION:

Claimant: Mr D Carrod, lay representative

Respondent: Mr M Hatfield, solicitor

JUDGMENT

1. The tribunal having found in a judgment sent to the parties on 19 March 2019 that the respondent was liable for two acts of unlawful harassment, the respondent is ordered to pay the claimant damages of £4,000.00 plus interest of £466.15.
2. On the respondent's application, the claimant is ordered under rule 76 of the Employment Tribunal Rules of Procedure 2013 to pay the respondent's costs assessed at £200.00.
3. The claimant's application for a costs order is refused.
4. The claimant's application for a preparation time order is also refused, but the grounds of that application were taken into account in determining the amount of the respondent's costs order.

Employment Judge Horne
9 July 2019

SENT TO THE PARTIES ON

20 July 2019

FOR THE TRIBUNAL OFFICE

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date on which this judgment is sent to the parties. If written reasons are provided, they will be displayed on the tribunal's website.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2405155/2017**

Name of case: **Miss G Briggs** v **The North West of
England and Isle of Man
Reserve Forces and
Cadets Association**

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 July 2019**

"the calculation day" is: **11 July 2019**

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

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.