



EMPLOYMENT TRIBUNALS

Claimants: Mr C Morris
Mr M Lennon
Mr A Little

Respondent: IJM Print Limited

Held at: Liverpool

On: 11 September 2019

Before: Employment Judge Holbrook

Representation:

Claimants: Mr Morris in person

Respondent: N/A

JUDGMENT

The Judgment of the Tribunal is that the claims for redundancy payments, notice pay and other sums due succeed. The Tribunal makes the following monetary awards, calculated as shown in the Annex hereto.

Mr Morris	-	£20,673.60
Mr Lennon	-	£15,724.05
Mr Little	-	£17,063.50

The recoupment provisions do not apply.

Case Numbers: 2406213/2019
2406236/2019
2406250/2019

Employment Judge Holbrook

Date 11 September 2019

JUDGMENT SENT TO THE PARTIES ON
23 September 2019

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

ANNEX

MR MORRIS

The Tribunal makes a monetary award of £20,673.60 comprising:

- a) A statutory redundancy payment of £12,250.00

This element of the award takes into account the fact that the claimant was aged 50 on the effective date of termination of employment on 7 June 2019, had 20 complete years continuous employment, and was entitled to gross weekly pay of £500.00.

- b) Compensation for loss of statutory notice pay amounting to £6,000.00

This element of the award is calculated as 12 weeks gross pay.

- c) Compensation for 2 weeks unpaid basic wages amounting to £784.00 (net).

- d) Compensation for 76.5 hours of unpaid overtime at £13.66 per hour (gross). This amounts to £836.00 (net).

- e) Compensation for loss of 10.25 days net holiday pay amounting to £803.60.

This element of the award takes into account the fact that the claimant was contractually entitled to an annual holiday entitlement of 34.5 days, that 23 weeks of the holiday year had elapsed upon dismissal, and that he had taken 5 days paid holiday during that period.

MR LENNON

The Tribunal makes a monetary award of £15,724.05 comprising:

- a) A statutory redundancy payment of £10,638.00

This element of the award takes into account the fact that the claimant was aged 55 on the effective date of termination of employment on 7 June 2019, had more than 20 complete years continuous employment, and was entitled to gross weekly pay of £394.00.

- b) Compensation for loss of statutory notice pay amounting to £4,728.00

This element of the award is calculated as 12 weeks gross pay.

- c) Compensation for 1 weeks unpaid basic wages amounting to £341.00 (net).

- d) Compensation for loss of 0.25 days net holiday pay amounting to £17.05.

This relates to accrued holiday pay claimed in respect of the current holiday year. An additional claim for 10 days accrued holiday outstanding from a previous year was disallowed because there was no evidence to indicate why that holiday entitlement had not been taken during the relevant year.

MR LITTLE

The Tribunal makes a monetary award of £17,063.50 comprising:

- a) A statutory redundancy payment of £11,770.50

This element of the award takes into account the fact that the claimant was aged 58 on the effective date of termination of employment on 7 June 2019, had more than 20 complete years continuous employment, and was entitled to gross weekly pay of £413.00.

- b) Compensation for loss of statutory notice pay amounting to £4,956.00

This element of the award is calculated as 12 weeks gross pay.

- c) Compensation for 1 weeks unpaid basic wages amounting to £337.00 (net).

- d) No award is made for accrued holiday pay as there was no evidence before the Tribunal to justify the making of such an award.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2406213/2019, 2406236/2019, 2406250/2019**

Name of case(s): **Mr C Morris** v **IJM Print Ltd**
Mr M Lennon
Mr A Little

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: **23 September 2019**

"the calculation day" is: **24 September 2019**

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

For the Employment Tribunal Office