



EMPLOYMENT TRIBUNALS

Claimant: Miss K Watson

Respondent: Mr A Bladen

Heard at: Liverpool

On: 22 October 2019

Before: Employment Judge T Vincent Ryan

REPRESENTATION:

Claimant: Mr D Jones, Counsel

Respondent: Ms E Elmerhebi, Legal Consultant

JUDGMENT ON PRELIMINARY HEARING

The judgment of the Tribunal is:

1. The respondent's application to postpone today's preliminary hearing listed to consider its own application for late acceptance of its ET3 Response is refused in the interests of justice.
2. The respondent's application for the Tribunal to accept its late ET3 response and for revocation of the Rule 21 Judgment dated 2 September 2019 (sent to the parties on 3 September 2019) (the Liability Judgment) fails; the Liability Judgment is confirmed.
3. The respondent's application to postpone the remedy hearing pursuant to the Liability Judgment is dismissed in the interests of justice.
4. Pursuant to the Rule 21 Judgment the respondent shall pay to the claimant the sum of £18,652.39 made up as follows:

(1) Unlawful deduction from wages (including pension contributions)	£6,006.24
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(2) Damages for injury to feelings	£10,000.00
(3) Interest on damages for injury to feelings	£646.15
(4) Aggravated damages	<u>£2,000.00</u>
Total	<u>£18,652.39</u>

5. The claimant's application for a costs order against the respondent and a wasted costs order against the respondent's representatives is stayed at her request but without prejudice to re-issuing either or both such applications within 28 days of the date on which this Judgment is sent to the parties. In the absence of any such renewed application, the application previously indicated by the claimant will be dismissed on deemed withdrawal.

Employment Judge T Vincent Ryan

Date: 23.10.19

JUDGMENT SENT TO THE PARTIES ON

7 November 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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at 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: **2406162/2019**

Name of case: **Miss K Watson** v **Adam Bladen**

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: **7 November 2019**

"the calculation day" is: **8 November 2019**

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

For the Employment Tribunal Office