



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms T Marsden

**Respondents:** Ignition Pub Management Ltd (1)  
James Waddington (2)  
Red Bull (Hillgate) Limited (in liquidation) (3)

**Heard at:** Manchester      **On:** 30 & 31 October & 1 November 2019

**Before:** Employment Judge Phil Allen  
Mr D Wilson  
Ms E Cadbury

## Representation

Claimant: Mr B Norman (counsel)  
First and Second Respondents: Ms L Edwards

# JUDGMENT

The judgment of the Employment Tribunal is as follows:

1. The claims against the second respondent are dismissed upon withdrawal.
2. The third respondent did fail to inform the claimant or a representative appointed on her behalf of the information required in breach of the duty to do so under regulation 13 of TUPE.
3. Under regulation 15(9) of TUPE the first and third respondent are joint and severally liable in respect of any compensation to be awarded arising from the breach.
4. The first respondent failed to issue the claimant with a statement of changes to her employment particulars, when her employer changed, in breach of sections 1 and 4 of the Employment Rights Act 1996.
5. There was an unlawful deduction from wages due to the claimant by the first respondent in the sum of £555.23, as was agreed by the first respondent.
6. The first respondent has failed to pay the claimant the sum of £513.05 for accrued but untaken holidays pursuant to the Working Time Regulations 1998, as was agreed by the first respondent.

7. The claimant did make protected disclosures: to HMRC in a telephone call on 15 February 2015; and to the second respondent in a meeting on 4 March 2019. However, the disclosures were not the principal reason for the claimant's dismissal by the first respondent and accordingly her claim under section 103A of the Employment Rights Act 1996 does not succeed.
8. The claimant was dismissed by the first respondent for asserting a statutory right. Her claim for unfair dismissal under section 104 of the Employment Rights Act 1996 succeeds.

Employment Judge Phil Allen

3 November 2019

JUDGMENT SENT TO THE PARTIES ON

22 November 2019

FOR THE TRIBUNAL OFFICE

Notes

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



Case No: 2402061/2019

## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2402061/2019**

Name of case: **Ms T Marsden** v **Ignition Pub Management 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: 22 November 2019

"the calculation day" is: 23 November 2019

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

MR S ARTINGSTALL  
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.