



EMPLOYMENT TRIBUNALS

Claimant: Mr B Williamson

Respondent: Rigby's Executive Coaches Limited

Heard at: Manchester

On: 31 October 2019

Before: Employment Judge Leach

REPRESENTATION:

Claimant: Mr Proctor, solicitor

Respondent: Mr Wood, counsel

JUDGMENT

1. The claimant was unfairly dismissed and is entitled to the amounts set out below which the respondent is ordered to pay. All amounts have been agreed between the parties.

2. **Basic Award.** The claimant is entitled to a Basic Award of: **£9750**

3. **Unlawful deductions from wages.** The claimant is entitled to: **£800 (gross)**

4. **Compensation under s38 of the Employment Act 2002.** The claimant is entitled to 2 weeks pay, being: **£1000**

5. **Compensatory Award.** The amounts awarded to the claimant are split in to:-

- a. amount awarded which is referable to the 12 week notice period (for the purposes of taxation under s401 of the Income Tax (Earnings and Pensions) Act 2003. This amount has been calculated as losses before

the deduction of tax (a gross amount) recognising that the respondent may be required to deduct tax from this amount and make a net payment to the claimant, after the deduction of tax.

The amount under a. is: **£5083 (gross)**

- b. Amount awarded from the end of the period of 12 weeks from the date of dismissal up to the date on which judgment on remedy was made (31 October 2019). This amount has been calculated as a net loss figure and the whole amount is payable to the claimant.

The amount under b. is: **£4365**

- c. An award for future losses. This amount has been calculated as a net loss figure and the whole amount is payable to the claimant.

The amount under c. is: **£11,349**

- d. An award for loss of statutory rights.

The amount under d. is: **£350**

The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Employment Judge Leach

Date: 18 November 2019

JUDGMENT SENT TO THE PARTIES ON

2 December 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(s): **2406562/2019**

Name of **Mr B Williamson** v **Rigby's Executive**
case(s): **Coaches Limited**

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: **2 December 2019**

"the calculation day" is: **3 December 2019**

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

MR I STOCKTON
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.