



# EMPLOYMENT TRIBUNALS

**Claimants:** Ms E Norwood  
Mr. D Cox

**Respondent:** Trigger Happy UK Ltd

**UPON APPLICATION** made by the claimants under rule 71 of the Employment Tribunals Rules of Procedure 2013, by a letter dated 19 September 2019, to reconsider the judgment dated 23 August 2019 which was sent to the parties on 10 September 2019, having considered the written representations of all parties and without a hearing:

## JUDGMENT ON RECONSIDERATION

The judgment dismissing all other claims in respect of both claimants is varied and there is added a further judgment in favour of the claimants as follows:

7. The respondent failed to provide the claimants with statements of initial employment particulars notwithstanding the fact that their employment had ended before the end of the period of two months within which the statement was required to be given.
8. The respondent shall pay to each claimant under section 38 of the Employment Act 2002 an amount equal to two weeks' pay which is £588 in respect of the first named claimant and £641.76 in respect of the second named claimant.

## REASONS

1. The claimants have satisfied me that they were entitled to receive statements of initial employment particulars even though they had not been continuously employed for two months following the judgment of the Employment Appeal Tribunal in *Stefanko v Maritime Hotel Ltd* UKEAT/0024/18/00.

2. Given that the respondent was a relatively new business and that some of the required particulars had been supplied I find that the appropriate award is two weeks' pay in each case.

Employment Judge Sherratt

3 December 2019

JUDGMENT AND REASONS SENT TO THE PARTIES ON

13 December 2019

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case numbers: **2405815/2019, 2405842/2019**

Name of cases: **Miss E Norwood** v **Trigger Happy UK Ltd**  
**Mr D Cox**

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: **13 December 2019**

"the calculation day" is: **14 December 2019**

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

For the Employment Tribunal Office