



EMPLOYMENT TRIBUNALS

Claimant: Miss C Byron
Respondents: 1. Michael Holden
2. ...
3. DDE Law
4. Old Hall Consultancy Limited

HELD AT: Liverpool **ON:** 6 March 2020
BEFORE: Employment Judge Horne
MEMBERS: Ms F Crane
Mrs J Fletcher

REPRESENTATION:

Claimant: In person
Respondents: 1. Mr White, solicitor
2. ...
3. Not represented (attendance not required)
4. Mr White, solicitor

JUDGMENT

The unanimous judgment of the tribunal is as follows:

1. The claimant was unfairly dismissed by Old Hall Consultancy Limited within the meaning of section 98 of the Employment Rights Act 1996.
2. Old Hall Consultancy Limited is ordered to pay the claimant a basic award of £654.00 and a compensatory award of £697.00.
3. The claimant is entitled to a statutory redundancy payment from Old Hall Consultancy Limited in the sum of £654.00.
4. This award is in addition to the award of holiday pay in the judgment sent to the parties on 25 February 2020.

5. Any sums paid to the claimant in respect of the statutory redundancy payment may be set off by Old Hall Consultancy Limited against liability to pay the basic award for unfair dismissal.
6. The claimant was not unfairly dismissed within the meaning of section 99 of that Act or regulation 7 of the Transfer of Undertakings (Protection of Employment) Regulations 2006.
7. Old Hall Consultancy Limited did not discriminate against the claimant because of maternity.
8. The claim against Mr Holden is struck out on the ground that it is not actively pursued.
9. The tribunal being satisfied that the claimant did not receive any relevant benefits during the period to which the prescribed element relates, regulation 7(3) to 7(7) of the Employment Protection (Recoupment of Benefits) Regulations 1996 does not apply.

6 March 2020

Employment Judge Horne

SENT TO THE PARTIES ON

10 March 2020

FOR THE TRIBUNAL OFFICE

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request within 14 days of the date on which the judgment is sent to the parties. If written reasons are provided, they will be entered into the public register of judgments which is visible to internet searches.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2401919/2019**

Name of case: **Miss C Byron** v **1. Old Hall
Consultancy
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: 10 March 2020

"the calculation day" is: 11 March 2020

"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

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.