



EMPLOYMENT TRIBUNALS

Claimant: Mrs L Gornall

Respondent: Horwich Private Hire Ltd (in Voluntary Liquidation)

Heard at: Manchester

On: 12 March 2020

Before: Employment Judge Dunlop

REPRESENTATION:

Claimant: In person

Respondent: Did not attend

Judgment having been sent to the parties on 11 December 2019 declaring that the respondent unfairly dismissed the claimant, the tribunal awards the following remedy:

REMEDY JUDGMENT

1. The respondent is ordered to pay the claimant £22,017.80 which comprises:
 - 1.1 A basic award of £11,192.46
 - 1.2 A compensatory award of £9,947.50
 - 1.3 An award in respect of failure to provide written terms of employment of £877.84

2. The compensatory award has been calculated as follows:
 - 5 weeks' loss at £365.29 per week = £1,826.00
 - 15 weeks' loss at £250.00 per week = £3,750
 - 11 weeks' loss at £234.00 per week = £2,574.00
 - £500 in respect of loss of statutory rights.

Sub-total = £8,650.00

Uplift: 15% = £1,297.50

Total: £9,947.50

3. Award in respect of failure to provide written terms of employment:

2 weeks' pay at £438.92 per week = £877.84

4. The claimant served her notice period on garden leave and there is therefore no award in respect of notice pay.

5. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to this award.

Employment Judge Dunlop

Date: 12 March 2020

JUDGMENT SENT TO THE PARTIES ON

16 March 2020

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): **2410675/2019**

Name of case: **Mrs L Gornall** v **Horwich Private Hire Limited**
(In Voluntary Liquidation)

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: **16 March 2020**

"the calculation day" is: **17 March 2020**

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

For the Employment Tribunal Office