



EMPLOYMENT TRIBUNALS

Claimant: Philip Spence

Respondent: 3Ronin Limited

Heard at: Manchester

On: 21 July 2020

Before: Employment Judge Leach

REPRESENTATION:

Claimant: Mr Humphries, Solicitor

Respondent: Did not attend and was not represented

JUDGMENT

The judgment of the Tribunal is as follows:-

1. The claimant is entitled to the following awards:

A. Award for automatic unfair dismissal –

- (i) A basic award. The claimant is not entitled to a basic award.
- (ii) A compensatory award. The compensatory award is £8,828.64.
- (iii) Uplift pursuant to s207(A) Trade Union and Labour Relations (Consolidation) Act 1992 (“TULRA”) – failure to comply with applicable ACAS Code of Practice. The uplift awarded is 25%, therefore £2,430.47.

Total under A = **£11,259.11.**

B. Unlawful deduction from wages £302.35 (gross).

Uplift pursuant to s207(A) TULRA – failure to comply with applicable ACAS Code of Practice. The uplift awarded is 25%, therefore £75.58 (gross).

Total under B = **£377.93 gross**

C. Holiday pay – non-payment of 1.12 days' holiday entitlement = £101.30 (gross).

Total under C = **£101.30 gross**

2. The recoupment regulations do not apply.

Employment Judge Leach

Date: 21 July 2020

JUDGMENT SENT TO THE PARTIES ON

28 July 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: **2402541/2019**

Name of case: **Mr P Spence** v **3Ronin 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: **28 July 2020**

"the calculation day" is: **29 July 2020**

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

For the Employment Tribunal Office