



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Davies

**Respondent:** V21 Online Ltd

**Heard at:** Manchester (by CVP)

**On:** 9 October 2020

**Before:** Employment Judge McDonald  
(sitting alone)

## REPRESENTATION:

**Claimant:** In person

**Respondents:** Mr B Williams of Counsel

**UPON APPLICATION** by the respondent dated 3 March 2020 to reconsider the Liability Judgment dated 12 December 2019 sent to the parties on 17 December 2019 and the Remedy Judgment dated 6 February 2020 sent to the parties on 21 February 2020 (“the Judgments”) under rule 71 of the Employment Tribunals Rules of Procedure 2013

## JUDGMENT

The judgment of the Tribunal is that:

1. The Judgments are varied as follows:
  - a. The decisions that the claimant’s complaint of unfair dismissal succeeded and that the respondent pay him £8,892.79 as a compensatory award for unfair dismissal are revoked.
  - b. The decisions that the respondent failed to pay the claimant’s holiday pay and that it pay him the sum of £188.43 within 14 days of the date of the Remedy Judgment are confirmed.
2. The claimant’s complaint of unfair dismissal will proceed to a final hearing. Case management orders relating to that complaint were made at the hearing and are set out in the Case Management Summary of today’s date.

Employment Judge McDonald

Date: 15 October 2020

JUDGMENT SENT TO THE PARTIES ON

28 October 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](http://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: **2413603/2019**

Name of case: **Mr N Davies** v **V21 Online Ltd**

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 October 2020**

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

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

For the Employment Tribunal Office