



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs C Entwistle

**Respondent:** Miller Metcalfe Estate Agents Limited  
(in creditor's voluntary liquidation)

**Heard at:** Manchester

**On:** 14 December 2020

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

## Representation

Claimant: In person

Respondent: Not in attendance

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was unfairly dismissed.
2. The claimant is not entitled to a Basic Award as she was paid a redundancy payment.
3. The respondent is ordered to pay to the claimant compensation in the sum of £1,945.76, being a Compensatory Award calculated as follows:

### 3.1 Loss of earnings

From termination of employment until 29 January 2020:

£1,445.76 net

### 3.2 Loss of statutory rights

£ 500.00

4. The recoupment regulations do not apply.
5. The respondent made an unlawful deduction from wages by failing to pay to the claimant wages for 7, 8 and 9 December 2019. The respondent is ordered to pay to the claimant the sum of £280.20 gross.
6. The respondent failed to pay to the claimant the correct amount of outstanding holiday pay on the termination of employment. The respondent is ordered to the claimant the sum of £51.35 gross.

Employment Judge Porter

Date: 14 December 2020

JUDGMENT SENT TO THE PARTIES ON

1 February 2021

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: **2401188/2020**

Name of case:       **Mrs C Entwistle**                   v           **Miller Metcalfe Estate  
Agents Ltd (in creditor's  
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 discrimination or equal pay awards or sums representing costs or expenses), shall carry interest where the sum remains unpaid on a day ("*the calculation day*") 42 days after the day ("*the relevant judgment day*") that the document containing the tribunal's judgment is recorded as having been sent to the parties.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant judgment 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 judgment day" is:    **1 February 2021**

"the calculation day" is:           **2 February 2021**

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

For and on Behalf of the Secretary of the Tribunals