



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Yates

**Respondent:** Vita Nova International Ltd

## JUDGMENT ON RECONSIDERATION

Upon application made by letter dated 6 June 2021 from the claimant to reconsider the judgment dated 21 April 2021 under Rule 71 of the Employment Tribunal Rules of Procedure 2013.

### JUDGMENT

1. The claimant is permitted to make the reconsideration application out of time because it is in the interests of justice to do so.
2. The claimant's application to reconsider the judgment by amending the name of the respondent to Vita Nova International Ltd is successful.
3. The rest of the judgement is unchanged.
4. The claimant's claim for unlawful deduction from wages pursuant to the Employment Rights Act 1996 is well founded and succeeds. I order the respondent to pay the sum of £1,829.66 (which includes one month's pay in lieu of notice) to the claimant within 14 days of the date this judgment is sent to the parties.
5. The claimant's claim for accrued but untaken holidays on termination of employment pursuant to the Working Time Regulations 1998 and Working Time (Coronavirus) Amendment Regulations 21 is well founded and succeeds. I order the respondent to pay the claimant 25 days holiday (18 days for the holiday year from 30 June 2019 to 1 July 2020 and 7 days for the holiday year from 1 July 2020 to 8 October 2020) in the sum of £2,115, 25 days x 84.60) within 14 days of the date this judgment is sent to the parties.
6. I therefore order the respondents to pay the claimant the total sum of £3,944.66 within 14 days of the date this judgment is sent to the parties.

Employment Judge Ross

14 September 2021

JUDGMENT SENT TO THE PARTIES ON

14 September 2021

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2418440/2020**

Name of case: **Mr A Yates** v **Vita Nova International 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 judgment day" is: 14 September 2021

"the calculation day" is: 15 September 2021

"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](http://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.