



EMPLOYMENT TRIBUNALS

Claimant: Dr R Hou

Respondent: University of Manchester

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT: Manchester, by video platform **ON:** 28, 29, 30 June 2021
1, 2, 5, 6, 7 July 2021
2, 3, 6, 7, 10, 22 December
2021 (and in chambers 20 +
21 December 2021)

BEFORE: Employment Judge Batten
L Atkinson
E Cadbury

REPRESENTATION:

For the Claimant: in person
For the Respondent: C Breen, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. the respondent failed to give the claimant written reasons for his dismissal in accordance with section 92 of the Employment Rights Act 1996. The respondent is ordered to pay to the claimant compensation in the sum of **£1,523.42**;
2. all other claims are dismissed.

Employment Judge Batten
22 December 2021

JUDGMENT SENT TO THE PARTIES ON
11 January 2022

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2417084/2019**

Name of case: **Dr R Hou** v **The University Of Manchester**

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: 11 January 2022

"the calculation day" is: 12 January 2022

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

Mr S Artingstall
For and on Behalf of the Secretary of the Tribunals

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

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 discrimination or equal pay awards*¹ or sums representing costs or expenses) if they remain wholly or partly unpaid after 42 days.
3. The 42 days run from the date on which the Tribunal's judgment is recorded as having been sent to the parties and is known as "the relevant judgment day". The date from which interest starts to accrue is the day immediately following the expiry of the 42 days period called "the calculation day". The dates of both the relevant judgment 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 a 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.

¹ * The Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 prescribes the provisions for interest on awards made in discrimination and equal pay cases.