



# EMPLOYMENT TRIBUNALS

Claimants: 1. Ms A Jackson  
2. Miss R Marland  
3. Mr J Pemberton

Respondents: 1.  
2. Bright Hospitality Operations Ltd  
3. Ditto Payroll Ltd (In Creditors' Voluntary Liquidation)

**Heard at:** Manchester (remotely, by CVP) **On:** 6<sup>th</sup> April 2022

**Before:** Employment Judge L Cowen

## REPRESENTATION:

Claimants: Ms Jackson and Miss Marland attended in person. Mr Pemberton did not attend.

Respondents: No-one attended on behalf of any of the respondents.

## JUDGMENT

1. The judgment of the Tribunal is that the first respondent, Mr Zaman, has made an unlawful deduction from the first claimant, Ms Jackson's, wages and is ordered to pay the claimant the net sum of £3195.12 respect of the sum unlawfully deducted. He is to pay this sum within 28 days of this decision being sent to him.
2. The judgment of the Tribunal is that the first respondent, Mr Zaman, has made an unlawful deduction from the second claimant, Miss Marland's wages and is ordered to pay the claimant the gross sum of £6964.88 in respect of the sum unlawfully deducted. He is to pay this sum within 28 days of this decision being sent to him.
3. All claims by the first and second claimants against the second and third respondents are dismissed.

**Case Nos. 2420304/20; 2401352/21;  
2408835/21; 2402377/21**

4. No judgment was made in the case of the third claimant. A Case Management Order will be issued separately.

Employment Judge L Cowen  
Date: 29<sup>th</sup> April 2022

JUDGMENT AND REASONS SENT TO THE PARTIES ON  
6 May 2022

FOR THE TRIBUNAL OFFICE

**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 numbers: **2420304/2020 & Others**

Name of cases: **Ms A Jackson** v **Mohammed Zishan Zaman**  
**& Other**

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: 6 May 2022

"the calculation day" is: 7 May 2022

"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.