



# EMPLOYMENT TRIBUNALS

**Claimants:** Mrs J Sinnott  
Ms R Watson  
Mr D Lapham

**Respondent:** Niboco Limited

**Heard at:** Manchester via Cloud Video  
Platform

**On:** 17 June 2022

**Before:** Employment Judge Dennehy

## REPRESENTATION:

**Claimants:** All in person

**Respondent:** No attendance

# JUDGMENT

The judgment of the Tribunal is that:

1. Each of the claimants is entitled to an award for unfair dismissal and the respondent is ordered to pay:

Mrs Sinnott in the sum of **£23,301.00** (made up of basic award of £507 x 30 = £15,201.00, and compensatory award of £8,100.00 (comprising £115 x 52 = £5,980.00 and loss of statutory rights £500.00 plus 25% ACAS uplift on compensatory award of £1,620.00 for failure of respondent to follow any procedure)); and

Ms Watson in the sum of **£4,520.04** (made up of basic award of £147 x 19.5 = £2,866.65 plus compensatory award of £1,653.75 (comprising £147 x 7 = £1,029.00, and loss of statutory rights £294.00 plus 25% ACAS uplift of compensatory award of £330.75 for failure of respondent to follow any procedure)); and

Mr Lapham in the sum of **£4,982.50** (made up of basic award of £415 x 10.5 = £4,357.50, and compensatory award of £625.00 (comprising loss of statutory

rights £500.00 plus 25% ACAS uplift of compensatory award of £125.00 for failure of respondent to follow any procedure)).

2. The respondent was in breach of contract by dismissing the claimants without notice and the respondent is ordered to pay:

Mrs Sinnott in the sum of **£4,704.00 net** (made up of £392 x 12); and

Ms Watson in the sum of **£1,764.00 net** (made up of £147 x 12); and

Mr Lapham in the sum of **£2,331.00 net** (made up of £333 x 7).

3. The respondent made an unauthorised deduction from wages by failing to pay the claimants the full amount of wages due for August and September 2021 and is ordered to pay:

Mrs Sinnott in the sum of **£3,136.00 net** (made up of £392 x 8); and

Ms Watson in the sum of **£1,176.00 net** (made up of £147 x 8); and

Mr Lapham in the sum of **£2,664.00 net** (made up of £333 x 8)

4. Where the Tribunal calculates the amount of payment on a gross basis, the respondent is entitled to make any deductions which are due for tax and national insurance contributions before payment is made to the claimants.

Employment Judge Dennehy

Date 17 June 2022

RESERVED JUDGMENT & REASONS SENT TO THE PARTIES  
ON 7 JULY 2022

FOR THE TRIBUNAL OFFICE

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/employmenttribunal-decisions](http://www.gov.uk/employmenttribunal-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:       **2415104/2021, 2415105/2021, 2415106/2021**

Name of cases:       **Mrs J Sinnott**                   v       **Niboco Limited**  
                            **Ms R Watson**  
                            **Mr D Lapham**

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:       7 July 2022  
"the calculation day" is:               8 July 2022  
"the stipulated rate of interest" is:   8%

For the Employment Tribunal Office