



EMPLOYMENT TRIBUNALS

Claimant: Mr A Foster

Respondent: Kirkby Blinds Direct Limited (In Voluntary Liquidation)

HELD AT: Manchester (Via CVP) **ON:** 4th November 2022

BEFORE: Employment Judge Anderson
(sitting alone)

REPRESENTATION:

Claimant: Ms Maher

Respondent: No Attendance

JUDGMENT

1. The title of the Respondent is amended to “Kirkby Blinds Direct Limited (In Voluntary Liquidation)” reflect the fact that it is in voluntary liquidation.
 2. The complaints of unfair dismissal, notice pay and unlawful deduction from wages (holiday pay) are well founded. No additional sums are awarded in respect of these claims, the Claimant having received payments from the Redundancy Payment Office.
 3. The complaint of unlawful deduction from wages in respect of underpayment of salary is well founded. The Respondent is ordered to pay the Claimant the sum of £465.36. This sum has been calculated on a net basis.
 4. The Claimant did not have a written set of terms and conditions. The Claimant is awarded two weeks gross pay under s.38 Employment Act 2002. The Respondent is ordered to pay the Claimant the sum of £1032.00.
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Employment Judge Anderson

4th November 2022

JUDGMENT SENT TO THE PARTIES ON

18 November 2022

FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. Judgments and reasons for the judgments are published, in full, online at 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 ARTICLE 12

Case number: **2404035/2022**

Name of case: **Mr A Foster** v **Kirkby Blinds Direct
Limited (In Voluntary
Liquidation)**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 18 November 2022

the calculation day in this case is: 19 November 2022

the stipulated rate of interest is: **8% per annum.**

For the Employment Tribunal Office