

Case Nos:2408490/2022
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EMPLOYMENT TRIBUNALS

Claimants:
Mrs D Friedrich
Ms R Borr
Mrs J Epstein
Mrs S E Rose
Mr D Maslin
Miss D Poultorak
Mrs C Adler
Mr D Adler

Respondent: NESHAR LIMITED

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

All claimants

1. The respondent has failed to present a valid response on time. The employment judge has decided that a determination can properly be made of the claims, in accordance with Rule 21 of the Rules of Procedure.
2. The hearing listed on **15 February 2023** is cancelled.

Mrs D Friedrich

3. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant the gross sum of **£4,620** (11 weeks x £420).

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4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£11,340** (1 week's pay for every complete year of service when the claimant was aged between 22 and 41: $1 \times 6 \times 420 = 2,520$ + 1.5 week's pay for every complete year of service aged 41 or older: $1.5 \times 14 \times 420 = 8820$. Total $\pounds 2520 + \pounds 8820 = \pounds 11,340$).

5. The respondent has failed to pay the claimant's accrued annual leave entitlement of 20.46 days and is ordered to pay the claimant the gross sum of **£1,227.60**.

Ms R Borr

6. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant the gross sum of **£484.50** (3 weeks x £161.50).

7. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£726.75** (0.5 week's pay for every complete year of service when the claimant was aged under 21: $0.5 \times 1 \times 161.5 = 80.75$ + 1 week's pay for every complete year of service aged between 22 and 41: $1 \times 4 \times 161.5 = 646$. Total $\pounds 80.75 + \pounds 646 = \pounds 726.75$).

8. The respondent has failed to pay the claimant's accrued annual leave entitlement of 20.46 days and is ordered to pay the claimant the gross sum of **£472.06**.

Mrs J Epstein

9. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant the gross sum of **£60** (3 weeks x £20).

10. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£330** (1.5 week's pay for every complete year of service aged 41 or over: $1.5 \times 11 \times 20 = 330$).

11. The respondent has failed to pay the claimant's accrued annual leave entitlement of 20.46 days and is ordered to pay the claimant the gross sum of **£60**.

Mrs S E Rose

12. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant the gross sum of **£940.50** (3 weeks x £313.50).

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13. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£940.50** (1.5 week's pay for every complete year of service aged 41 or over: $1.5 \times 2 \times 313.50 = £940.50$).

14. The respondent has failed to pay the claimant's accrued annual leave entitlement of 20.46 days and is ordered to pay the claimant the gross sum of **£916.31**.

Mr D Maslin

15. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant the gross sum of **£603** (3 weeks x £201).

16. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£1909.50** (1 week's pay for every complete year of service aged between 22 and 41: $1 \times 2 \times 201 = 402 + 1.5$ week's pay for every complete year of service aged 41 or over: $1.5 \times 5 \times 201$. Total $£402 + £1,507.5 = £1,909.50$).

17. The respondent has failed to pay the claimant's accrued annual leave entitlement of 20.46 days and is ordered to pay the claimant the gross sum of **£587.49**.

Miss D Poultorak

18. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant the gross sum of **£285** (3 weeks x £95).

19. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£332.50** ((0.5 week's pay for every complete year of service when the claimant was aged under 21: $0.5 \times 1 \times 95 = 47.5 + 1$ week's pay for every complete year of service aged between 22 and 41: $1 \times 3 \times 95 = 285$. Total $£47.5 + £285 = £332.50$).

20. The respondent has failed to pay the claimant's accrued annual leave entitlement of 20.46 days and is ordered to pay the claimant the gross sum of **£277.86**.

Mrs C Adler

21. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant the gross sum of **£3,596.12** (11 weeks x £326.92).

22. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£9,807.60** (1.5 week's pay for every complete year of service aged 41 or over: $1.5 \times 20 \times 326.92 = 9,807.60$).

23. The respondent has failed to pay the claimant's accrued annual leave entitlement of 20.46 days and is ordered to pay the claimant the gross sum of **£955.64**.

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Mr D Adler

24. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant the gross sum of **£3,596.12** (11 weeks x £326.92).

25. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£8,990.30** (1 week's pay for every complete year of service when the claimant was aged between 22 and 41: $5 \times 1 \times 326.92 = 1634.60$ + 1.5 week's pay for every complete year of service aged 41 or older: $1.5 \times 15 \times 326.92 = 7355.7$. Total $\pounds 1634.6 + \pounds 7355.7 = \pounds 8,990.30$).

26. The respondent has failed to pay the claimant's accrued annual leave entitlement of 20.46 days and is ordered to pay the claimant the gross sum of **£955.64**.

Employment Judge **Mark Butler**

Date: 03 February 2023

JUDGMENT SENT TO THE PARTIES ON

9 February 2023

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



NOTICE

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THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2408490/2022 and others**

Name of case: **Mrs D Friedrich and v Neshor Limited
others**

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: 9 February 2023

the calculation day in this case is: 10 February 2023

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

Miss D Crowther
For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:
www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.
2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.