



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Crook

**Respondent:** Ryecourt Limited

## **CERTIFICATE OF CORRECTION** **Employment Tribunals Rules of Procedure 2013**

Under the provisions of Rule 69, I hereby correct the clerical mistake or error in the Judgment sent to the parties on 24 April 2023, by deleting the amount of £3750.00 in paragraph 4 and substituting therefor the amount of £3570.00 which is the amount of holiday pay which had been calculated by the respondent as owing to the claimant at the material time and which was not disputed by the claimant.

Employment Judge Batten

Date: 1 June 2023

Sent to the parties on 12 June 2023

**Important note to parties:**

Any dates for the filing of appeals or reviews are not changed by this certificate of correction and amended Judgment. These time limits still run from the date of the original judgment or order, or original judgment with reasons, when appealing.



# EMPLOYMENT TRIBUNALS

**Claimant:** A Crook

**Respondent:** Ryecourt Limited

**HEARD AT:** Manchester

**On:** 20-24 February 2023  
18 + 21 April 2023

**BEFORE:** Employment Judge Batten  
L Hopley  
B Rowen

**REPRESENTATION:**

**For the Claimant:** D Bunting, Counsel

**For the Respondent:** M Peckham, Solicitor

## CORRECTED JUDGMENT

**The unanimous judgment of the Tribunal is that:**

1. the complaint of constructive unfair dismissal is well-founded and succeeds;
2. the disability discrimination complaint fails and is dismissed;
3. the complaint of detriment for making a protected disclosure fails and is dismissed;
4. The respondent has made unauthorised deductions from the claimant's wages in the gross sum of **£3570.00** ~~£3750.00~~ in respect of accrued untaken holiday entitlement; and
5. the respondent shall pay to the claimant the sum of 4 weeks' pay for its failure to provide the claimant with a written statement of particulars of his employment in accordance with section 1 of the Employment Rights Act 1996.

6. A hearing to determine remedy shall take place on **Thursday 15 June 2023** as previously notified.

## **REASONS**

1. Above there is a corrected version of the Judgment dated 21 April 2023 and sent to the parties on 24 April 2023. It is corrected pursuant to rule 69 of the Employment Tribunals Rules of Procedure 2013. In the corrected Judgment, the deletion is shown by striking through text and insertion is shown by underlining text.
2. The correction to the amount of unauthorised deductions for holiday pay is to correct a clerical mistake or error in the original Judgment. The corrected amount shows the amount of holiday pay which had been calculated by the respondent as owing to the claimant at the material time and which was not disputed by the claimant.
3. The claimant has raised no objection to the correction proposed and made.

---

Employment Judge Batten  
1 June 2023

JUDGMENT SENT TO THE PARTIES ON  
12 June 2023

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 ARTICLE 12

Case number: **2401574/2021**

Name of case: **Mr A Crook** v **Ryecourt Limited**

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: 24 April 2023

**the calculation day** in this case is: 25 April 2023

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

Mr S Artingstall  
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](http://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.