



EMPLOYMENT TRIBUNALS

Claimant: Miss L Ackerlay

Respondent: Always Here Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent made an unauthorized deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£1,728.00**.
2. The respondent failed to compensate the claimant for untaken annual leave on termination of employment and is ordered to pay the claimant the gross sum of **£2,592.00**
3. The respondent breached the claimant's contract of employment by failing to give notice of termination and is ordered to pay damages of **£1,728.00** (gross).
4. The claimant is entitled to a redundancy payment of **£2,592.00**
5. The tribunal makes an additional award of 'two weeks' pay under section 38 of the Employment Act 2002 because the respondent was in breach of its obligation to provide a statutory statement of particulars of employment to the claimant at the time the claim was presented. The respondent is accordingly ordered to pay the claimant the sum of **£864.00**.

Employment Judge Horne
23 June 2023

JUDGMENT SENT TO THE PARTIES ON

26 June 2023

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE

Notes:

The respondent is entitled to make deductions from the sums awarded in paragraphs 1 to 3 in respect of tax and national insurance. This includes the damages for breach of contract, which are taxable as Post-Employment Notice Pay. If the amount is paid to the claimant gross without deductions, the claimant may be liable to pay tax and national insurance on the gross amount directly to Her Majesty's Revenue and Customs.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2402992/2023**

Name of case: **Miss L Ackerlay** v **Always Here 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: 26 June 2023

the calculation day in this case is: 27 June 2023

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

For the Employment Tribunal Office