



EMPLOYMENT TRIBUNALS

Claimant: Mr A Lower & 37 Others
(See attached schedule)

Respondent: First Hampshire and Dorset Limited

JUDGMENT BY CONSENT

The Respondent and those Claimants whose names and case numbers are set out in the attached Schedule of Deductions and who are represented by OH Parsons LLP (the "**Relevant Claimants**") agree by Consent to the following Order (to be reflected within a Tribunal Judgment):

1. That the Respondent shall pay to the Relevant Claimants the amount of the deductions made to their pay in contravention of section 13 of the Employment Rights Act 1996 identified in the attached Schedule of Deductions by reference to each Relevant Claimant.
2. For the avoidance of doubt the award made under this Consent Order is made only in respect of those Relevant Claimants listed in the Schedule of Deductions and no other Claimant in these proceedings or any other person shall be entitled to participate in such award. The Respondent makes no admissions of liability in respect of any other Claimant in these proceedings whose name and case number is not listed in the Schedule.
3. The awards shall be payable by the Respondent to the Claimants' representative within 28 days of the date of this Consent Order.

4. The parties agree not to make any costs applications arising out of the matters referred to in this Order.

Regional Employment Judge Pirani

Date: 7 July 2023

JUDGMENT SENT TO THE PARTIES ON

10 July 2023

FOR THE TRIBUNAL OFFICE

Schedule of Deductions

	Claim No.	Claimant	Deduction
1.	1405546/2020	Adam Lower	£ 1,583.40
2.	1405591/2020	Andrea Malcolm	£ 310.77
3.	1405564/2020	Andrew Olszewski	£ 255.30
4.	1405582/2020	Andrew Smith	£ 255.30
5.	1405600/2020	Anthony Lampard	£ 244.65
6.	1405593/2020	Barry King	£ 510.60
7.	1405595/2020	David Ferguson	£ 370.95
8.	1405598/2020	Duggan Purdie	£ 489.30
9.	1405570/2020	Gary Broomfield	£ 765.90
10.	1405567/2020	Gavin Sainsbury	£ 510.60
11.	1405566/2020	Gurpreet Singh	£ 170.46
12.	1405594/2020	Hannah-Mae Kazi	£ 472.54
13.	1405581/2020	Iain Mclean	£ 510.60
14.	1405599/2020	Ian Rugman	£ 255.30
15.	1405584/2020	Jayne McCarthy	£ 244.65
16.	1405586/2020	Keith Bond	£ 510.60
17.	1405562/2020	Keven Pallett	£ 489.30
18.	1405601/2020	Loren Kenny	£ 489.30
19.	1405603/2020	Mark Motteram	£ 489.30
20.	1405573/2020	Matthew Baker	£ 489.30
21.	1405585/2020	Mathew Purdue	£ 489.30
22.	1405579/2020	Nachhattar Rai	£ 510.60
23.	1405604/2020	Nathan Cummins	£ 489.30
24.	1405605/2020	Paul Findlay	£ 425.50
25.	1405589/2020	Paul Green	£ 510.60
26.	1405569/2020	Peter Allen	£ 510.60
27.	1405547/2020	Robert Green	£ 1,979.25
28.	1405596/2020	Robert Symms	£ 255.30
29.	1405575/2020	Sam Nshemereirweh	£ 310.77
30.	1405602/2020	Simon Green	£ 570.85
31.	1405574/2020	Valentin-Sorin Labis	£ 244.65
32.	1405590/2020	Stephen Sennatt	£ 255.30
33.	1405578/2020	Thomas Devlin	£ 510.60
34.	1405576/2020	Tim Chappell	£ 1,191.40
35.	1405597/2020	Trevor Mpofu	£ 621.54
36.	1405571/2020	Victoria Upfield	£ 510.60
37.	1405563/2020	Wayne Owen	£ 489.30
38.	1405583/2020	Zoe Savin (née Bennett)	£ 379.68



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **1405546/2020 & 37 Others**

Name of case: **Mr A Lower & 37 Others v First Hampshire and
Dorset 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 28 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**.

The Regional Employment Judge varies when interest starts to accrue to the 28th day 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: **10 July 2023**

the calculation day in this case is: **7 August 2023**

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

Zara Kent
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 which the Regional Employment Judge has varied to 28 days from the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the 28th day 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 28th day after the **relevant decision 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.