



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Kaczmar

**Respondent:** Marl Pits Garden Centre Ltd

**Heard at:** Manchester by CVP 6<sup>th</sup> April 2023 and reconsidered  
on 16<sup>th</sup> July 2023

**Before:** Judge Farrelly (sitting alone)

## RECONSIDERATION JUDGMENT

The judgment sent to the parties on 8 June 2023 is varied so that the total amount now payable by the respondent to the claimant is £717.00.

### REASONS

1. Following an application made on behalf of the respondent I have reconsidered my decision of 6 April 2023 further to rule 70 of the Employment Tribunal Regulations 2013. The claimant has not objected. In particular, I have clarified the calculation at paragraph 30 of the decision.
2. I found he was entitled to £1730 net in respect of holiday pay. The respondent has paid £893 to the appellant on 20 February 2023 being the amount they felt liable for. That amount is to be deducted, giving a figure of £837.
3. Out of that a further £120, as set out in paragraph 29 of the decision is to be deducted: not the £125 asserted by the respondent.

4. This means the claimant is now owed **£717** in total.

Employment Judge Farrelly

Date: 16<sup>th</sup> July 2023.

RESERVED JUDGMENT AND REASONS  
SENT TO THE PARTIES ON  
28 July 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: **2401539/2023**

Name of case: **Mr J Kaczmar** v **Marl Pits Garden Centre Ltd**

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: 28 July 2023

**the calculation day** in this case is: 29 July 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.