



EMPLOYMENT TRIBUNALS

Claimant: Mrs K Romney

Respondent: Jonathan Kay Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£937,44**.
2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the gross sum of **£5,729.13**. (11 weeks x weekly wage £520.83 = £5,729.13).
3. The respondent has failed to pay the claimant's untaken annual leave on termination of employment and is ordered to pay the claimant the gross sum of **£1,458.24**.
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£7,291.62**. (1 week's pay for every complete year of service when the claimant was aged between 22 and 41; $5 \times 1 \times £520.83 = £2,604.15$ + 1.5 weeks for every complete year of service when the claimant was aged 41 or older; $6 \times 1.5 \times £520.83 = £4,687.47$. Total $£2,604.15 + £4,687.47 = £7,291.62$.)

Employment Judge KM Ross

Date: 2 August 2023

JUDGMENT SENT TO THE PARTIES ON

10 August 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: **2409775/2022**

Name of case: **Mrs K Romney** v **Jonathan Kay 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: 10 August 2023

the calculation day in this case is: 11 August 2023

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

For the Employment Tribunal Office