



EMPLOYMENT TRIBUNALS

Claimant: Mrs L Skinner

Respondent: Autosparx Limited

HELD AT: Carlisle

ON: 4-6, 11 & 12
September 2023

BEFORE: Judge C Cowx sitting as a panel with
Ms V Worthington & Mr D Wilson

REPRESENTATION:

Claimant: Mrs L Skinner represented herself

Respondent: Mr G Parsons (the respondent's company director)
represented the respondent

JUDGMENT

1. The claimant's claim of unfair dismissal under Part X of the Employment Rights Act 1996 ("the Act") was well-founded and succeeded. The claimant was unfairly dismissed contrary to Section 94 of the Act because the respondent failed to prove that the claimant was dismissed as part of a genuine redundancy exercise and therefore failed to satisfy the Tribunal that the dismissal was for a fair reason in accordance with Section 98(2) of the Act.
2. The respondent is ordered to pay the claimant a compensatory award in the net sum of £1921.85. The recoupment regulations do not apply because the claimant was not in receipt of state benefits.
3. No basic award is due as a redundancy payment was made to the claimant for the same amount as the basic award that would otherwise have been due to the claimant.
4. The claimant's claims of unfair dismissal under Sections 100(1) and 101A(1) were unfounded and were dismissed.
5. The claimant's claim of direct disability discrimination was unfounded and was dismissed.
6. The claimant's claims of an unlawful deduction from wages relating to 8-hours of holiday pay, for time off in lieu not taken, and for 6-weeks' notice pay, were

each dismissed on withdrawal by the claimant, her consent having been given to this course of action at the hearing.

7. The claimant's claim for unpaid wages relating to payments made by the respondent to the claimant in relation to her private motor car were unfounded and were dismissed.

Judge Cowx
21 September 2023

JUDGMENT SENT TO THE PARTIES ON
26 September 2023

FOR THE TRIBUNAL OFFICE

Notes

1. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.
2. Judgments and reasons for the judgments are published, in full, online at 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: **2400536/2022**

Name of case: **Mrs L Skinner** v **Autosparx 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 September 2023

the calculation day in this case is: 27 September 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

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.