



EMPLOYMENT TRIBUNALS

Claimant: Mrs S White

Respondents: Abbey Grange Residential Home

HELD AT: Manchester Employment Tribunal

BY: Cloud Video Platform (CVP)

ON: 26 September 2023

BEFORE: Employment Judge Martin

REPRESENTATION:

Claimant: Ms L Roberts (solicitor) with claimant in attendance

Respondents: No attendance or representation

JUDGMENT

The Judgment is as follows:

1. The claimant's complaint of unfair dismissal is well-founded. The claimant is awarded compensation in the sum of £9128.00; calculated as follows, which the respondent is ordered to pay: -

Basic Award 1.5 weeks x 8 & 1x5 weeks =17 weeks @£296.04	£5032.47	
Compensatory award Immediate 20 weeks @£278.66=£5573 Less monies received 14 weeks @201.72 =£2824	£2749.	
Pension loss 20 weeks @£8.88	£177.6	
Future loss	Nil	

Loss of statutory rights	£350	
Sub total		£3276.60
Add 25% Uplift for failure to follow ACAS Code of Practice under section 207A of Trade Union and Labour Relations Act 1992	£819.15	
Subtotal on compensatory award		£4095.75
Total Award on compensation for unfair dismissal		£9128.43

2. The claimant's complaint of a failure to provide written reasons for dismissal is well founded. The claimant is awarded the sum of £557.32.
3. The claimant's claim for a failure to be permitted to be accompanied at the dismissal hearing is well founded. The claimant is awarded the sum of £557.32.
4. The claimant's complaint of a failure to provide itemised pay slips is well founded. No award is made in respect thereof.
5. The claimant's complaint of breach of contract (notice pay) is well-founded and the respondent is ordered to pay the claimant the sum of £3552.12.
6. The claimant's complaint of breach of the Working Time Regulations (holiday pay) is well-founded and the respondent is ordered to pay the claimant the sum of £532.87.
7. The claimant's complaint of unlawful deduction from wages is well founded and the respondent is ordered to pay the claimant the sum of £150.96.

REASONS

Oral reasons were given at the hearing, including on remedy. The parties can apply for written reasons within 14 days of the date of this Judgment being sent to the parties.

Employment Judge Martin
Date: 26 September 2023

JUDGMENT SENT TO THE PARTIES ON
2 October 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 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: **2406212/2023**

Name of case: **Mrs S White** v **Abbey Grange
Residential Care Home**

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: 2 October 2023

the calculation day in this case is: 3 October 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.