Case Number: 2409857/2022



EMPLOYMENT TRIBUNALS

Claimant: Mrs Sigourney Phillips-Rose

Respondent: Remembrance Group Limited (in Voluntary Liquidation)

Heard at: Manchester Employment Tribunals

On: 15 December 2023

Before: Employment Judge G Tobin (sitting alone)

Attendance: No attendance, in chambers

JUDGMENT

The respondent's liquidators emailed the Employment Tribunal on 22 June 2023 stating that they had no intention of attending/defending the claim.

UPON CONSIDERING the evidence of the claimant, the claimant succeeds in her claims for unauthorised deduction of wages (pursuant to s13 Employment Rights Act 1996), accrued and untaken annual leave (under regulation 13 Working Time Regulations 1998) and wrongful dismissal (which is a breach of contract claim for her notice period).

The claimant is awarded £18,318.14 as follows:

Shortfall in wages (see letter dated 31 March 2023):

Unpaid annual leave: 18 days @ £76.00 = £1,368.00

Notice pay: I month @ £1,646.76 = £1,646.76

Total ordered that the respondent pay to the claimant - £18,318.14

The claimant did accrue sufficient service to qualify for a statutory redundancy payment.

The above figures are awarded gross, so may be subject to any tax and national insurance deductions applicable.

The claim did not received benefits during the reference period, so the recoupment provisions do not apply.

Employment Judge Tobin Dated: 15 December 2023

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JUDGMENT SENT TO THE PARTIES ON 4 January 2024

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

All 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.

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NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2409857/2022**

Name of case: Mrs S Phillips-Rose v Remembrance Group Ltd

(In VoluntaryLiquidation)

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: 4 January 2024

the calculation day in this case is: 5 January 2024

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

Mr S Artingstall
For the Employment Tribunal Office

Case Number: 2409897/2022

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:

<u>www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426</u>

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.