



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss H Price

**Respondent:** Elior UK plc

**Heard at:** Manchester

**On:** 29 April 2024

**Before:** Employment Judge Leach  
Ms S Khan  
Ms M Dowling

## REPRESENTATION:

**Claimant:** Ms Rowarth-Price (claimant's wife)

**Respondent:** Mr Dhorajiwahala (Counsel)

## JUDGMENT- REMEDY

1. No award is made for loss of earnings.
2. The claimant is awarded £18,000 for injury to feelings.
3. It is just and equitable to reduce this award by 10% (therefore to £16,200) applying section 207A Trade Union and Labour Relations (Consolidation) Act 1992; because the claimant failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures.
4. Interest is awarded at a rate of 8% per annum from 15 January 2021 to 29 April 2024; a period of 1214 days. A day's interest is £3.55. When multiplied by 1214 this provides an amount awarded for interest of £4310.
5. The total amount awarded therefore is £16200 plus £4310 = **£20,510**. The respondent is ORDERED to pay this amount to the claimant.

Employment Judge Leach

Date 29 April 2024

JUDGMENT SENT TO THE PARTIES ON

7 May 2024

FOR THE TRIBUNAL OFFICE

Notes

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.

**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: **2400199/2022**

Name of case: **Miss H Price** v **Elior UK Plc**

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: 7 May 2024

**the calculation day** in this case is: 8 May 2024

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

For the Employment Tribunal Office