



# EMPLOYMENT TRIBUNALS

**Claimants:** A Welch

**Respondent:** Trove Wilmslow Ltd

## JUDGMENT

### Employment Tribunal Procedure Rules 2024 – Rule 22

1. The respondent has failed to present a valid response on time and a determination can properly be made of the claim in accordance with rule 22 of the Rules of Procedure.
2. The figures below are awarded in gross sums. The claimant should be aware that they may receive less than these amounts if the respondent accounts for statutory deductions before satisfying the award. If the respondent pays the claimant the gross figures, then the claimant may need to satisfy any tax burdens individually from that award.
3. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£1,331.24**.
4. 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 sum of **£1,331.24**.
5. The respondent has failed to pay the claimant's accrued but untaken annual leave entitlement on termination of employment and is ordered to pay the claimant the gross sum of **£549.00**.
6. The Tribunal declares that the respondent failed to comply with the requirements of regulation 13 of the Transfer of Undertakings (Protection of Employment) Regulations 2006 and orders the respondent to pay the claimant an award in the sum of **£4,326.53**.
7. Consequently, the respondent must pay the claimant the sum of **£7,538.01**.
8. No award has been made for redundancy because, according to the claim form, the claimant does not have the necessary qualifying service of two years. The claimant was

given the opportunity to make representations in writing or to request a hearing as to why such a claim could proceed but has failed to respond. That claim is struck out.

9. The hearing on **19 February 2025** is cancelled.

Approved by:

Employment Judge K M Ross

14 January 2025

JUDGMENT SENT TO THE PARTIES ON

20 January 2025

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6011495/2024**

Name of case: **A Welch** v **Trove Wilmslow Ltd**

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: 20 January 2025

**the calculation day** in this case is: 21 January 2024

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

For the Employment Tribunal Office