



EMPLOYMENT TRIBUNALS

Claimants: Mr J Zurita
Mr N Teturova

Respondent: Trove Wilmslow Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 22

Background

1. The respondent has failed to present a valid response on time to each of these claims and a determination can properly be made of the claims in accordance with rule 21 of the Rules of Procedure.
2. The figures below are awarded in gross sums. The claimants should be aware that they may receive less than these amounts if the respondent accounts for statutory deductions before satisfying the awards. If the respondent pays the claimants the gross figures, then each claimant may need to satisfy any tax burdens individually from that award.
3. The hearing on **11 March 2025** is cancelled.

J Zurita

4. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£2,237.78**.
5. 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 **£1,717.03**.
6. 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 **£480.76**.

7. 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 **£6,249.97**.

8. The total amount payable by the respondent to the claimant under this judgment is **£10,685.54**.

N Teturova

9. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£1,846.46**.

10. 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 **£915.20**.

11. 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 **£457.60**.

12. 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 **£5,948.80**.

13. The total amount payable by the respondent to the claimant under this judgment is **£9,168.06**.

Approved by Employment Judge KM Ross
Date: 14 January 2025

JUDGMENT SENT TO THE PARTIES ON
23 January 2025
AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case numbers: **6011206/2024 & 6011232/2024**

Name of case: **Mr J Zurita** v **Trove Wilmslow Ltd**
Mr N Teturova

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: 23 January 2025

the calculation day in this case is: 24 January 2025

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.