



EMPLOYMENT TRIBUNALS

Claimant

Miss L Carroll

Respondent

My Legal Claims Ltd

v

Heard at: Liverpool (Remote, by CVP)

On: 28 March 2025

Before: Judge Johnson

Appearances

For the Claimants: unrepresented

For the respondent: Ms Louise Metcalfe (former director and company representative)

JUDGMENT AND REMEDY

The Judgement of the Tribunal is that the respondent shall pay the claimant the sum of **£1,893.86 (One Thousand, Eight Hundred and Ninety-Three Pounds, 86 Pence)** in full and final settlement of the complaints as described below and calculated on the following basis:

| A. REDUNDANCY PAYMENT | |
|---|-----------------------|
| 1. The claimant accepts the respondent's submission that she had less than 2 years' service at the effective date of termination and is therefore ineligible to bring a claim seeking a redundancy payment. | Subtotal/Total |
| 2. The complaint of redundancy payment is dismissed upon withdrawal by the claimant at the final hearing on 28 March 2025. | |
| B. WAGES | Nil |
| | |

| | |
|--|------------------|
| <ol style="list-style-type: none"> 1. The claimant was owed the sum of £2,000 gross in respect of unpaid wages payable at the end of August 2024. 2. The claimant accepts that since presenting her claim, she received interim payments from the respondent on 29 November 2024 (£150), 6 December 2024 (£150), 13 December 2024 (£150), 20 December 2024 (£150), 3 January 2025 (£150) and 17 January 2025 (£100) making a total figure received of £850. 3. The claimant is therefore entitled to the balance of the wages owed which amounts to (£2,000 - £850) = £1,150.00 | |
| Subtotal (Wages) | £1,150.00 |
| C. UNPAID AND UNTAKEN ANNUAL LEAVE ENTITLEMENT (HOLIDAY PAY) | |
| <ol style="list-style-type: none"> 1. The respondent submitted that the claimant was entitled to recover 6 days annual leave entitlement in respect of untaken annual leave at the date her employment ended. The claimant accepted this was the case. 2. The parties agreed that the claimant's gross daily rate of pay was £92.31 per day. 3. The claimant was therefore entitled to (£92.31 x 6 days) = £553.86 | |
| Subtotal (holiday pay) | £553.86 |
| D. GUARANTEE PAYMENTS | |
| <ol style="list-style-type: none"> 1. The respondent confirms that the claimant was owed £38 x 5 days in respect of 'statutory lay off payments' making a total of £190.00 | |
| Subtotal (guarantee pay) | £190.00 |
| GRAND TOTAL | £1,893.86 |

Employment Judge Johnson

Date: ...28 March 2025.....

Sent to the parties on: 2 April 2025

.....
For the Tribunal Office

Note

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6017666/2024**

Name of case: **Miss L Carroll** v **My Legal Claims 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: 2 April 2025

the calculation day in this case is: 3 April 2025

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

Paul Guilfoyle
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.