



# EMPLOYMENT TRIBUNALS

**Claimants:** J Potts  
C Fox Smith  
J Ruscoe Beech

**Respondent:** WMEP Ltd

**Heard at:** Manchester, by video platform **On:** 31 October 2025

**Before:** Employment Judge Batten (sitting alone)

## REPRESENTATION:

**Claimants:** in person  
**Respondent:** no attendance

## JUDGMENT

Having heard from the claimants and the respondent having failed to enter an appearance, the judgment of the Tribunal is as follows:

### **J Potts – claim number: 6005627/2025**

1. The respondent has made unauthorised deductions from the claimant's wages and is ordered to pay the claimant the gross sum of **£5,063.33**.
2. The claimant was dismissed without notice in breach of contract and the respondent is ordered to pay damages to the claimant in the sum of **£4,583.33**, calculated as 1 month's contractual gross pay to reflect the likelihood that the claimant will have to pay tax on it as "Post Employment Notice Pay".
3. The respondent has failed to pay the claimant's accrued but untaken holiday entitlement and is ordered to pay the claimant the gross sum of **£1,163.47**.

**C Fox Smith – claim number: 6006502/2025**

4. The respondent has made unauthorised deductions from the claimant's wages and is ordered to pay the claimant the gross sum of **£4,548.66**.
5. The claimant was dismissed without notice in breach of contract and the respondent is ordered to pay damages to the claimant in the sum of **£4,166.66**, calculated as 1 month's contractual gross pay to reflect the likelihood that the claimant will have to pay tax on it as "Post Employment Notice Pay".
6. The respondent has failed to pay the claimant's accrued but untaken holiday entitlement and is ordered to pay the claimant the gross sum of **£1,057.65**.

**J Ruscoe Beech – claim number: 6006505/2025**

7. The respondent has made unauthorised deductions from the claimant's wages and is ordered to pay the claimant the gross sum of **£4,548.66**.
8. The claimant was dismissed without notice in breach of contract and the respondent is ordered to pay damages to the claimant in the sum of **£4,166.66**, calculated as 1 month's contractual gross pay to reflect the likelihood that the claimant will have to pay tax on it as "Post Employment Notice Pay".
9. The respondent has failed to pay the claimant's accrued but untaken holiday entitlement and is ordered to pay the claimant the gross sum of **£1,057.65**.

Approved by:  
**Employment Judge Batten**  
**31 October 2025**

JUDGMENT SENT TO THE PARTIES ON:  
22 December 2025

.....  
AND ENTERED ON THE REGISTER.  
FOR THE TRIBUNAL

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

#### ARTICLE 12

Case number: **6005627/2025, 6006502/2025 & 6006505/2025**

Name of case: **J Potts** v **WMEP LTD**  
**C Fox Smith**  
**J Ruscoe Beech**

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: 22 December 2025

**Case Numbers:** 6005627/2025  
6006502/2025  
6006505/2025

**the calculation day** in this case is: 23 December 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](http://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.