



EMPLOYMENT TRIBUNALS

Claimant: Mr. O. Cattermole

Respondent: Farnworth Limited

Heard at: Manchester (by CVP)

On: 3 February 2026

Before: Employment Judge Leach (sitting alone)

Representation:

Claimant: In person

Respondent: Mr Batchelor (strategic director)

JUDGMENT

1. The respondent made an unauthorised deduction from the claimant's wages contrary to Part II Employment Rights Act 1996. The parties have agreed that the amount owing is **£346.15 Gross.**
2. The respondent breached the contract of employment by failing to provide payment in lieu of the full notice period due under the contract. The parties have agreed that the amount owing is **£3461.54 Gross.**
3. These figures have been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax as (1) wages and (2) Post Employment Notice Pay. If the claimant receives the gross sum then he will be responsible for the payment of any tax and employee National Insurance.
4. The respondent is therefore ordered to pay to the claimant the total amount of: **£3807.69 Gross**

Approved by:

Employment Judge Leach

3 February 2026

JUDGMENT SENT TO THE PARTIES

1 September 2026

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. 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 here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6025140/2025**

Name of case: **O Cattermole** v **Farnworth Limited**

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: 1 September 2026

the calculation day in this case is: 2 September 2026

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

For the Employment Tribunal Office