



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss A Knox

v

True Care (NW) Limited

Heard at: **Manchester** (by video) On: **19 June 2026**

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

Appearances

Claimant: **Mr J Gold** (lay representative)

Respondent: **Ms K Pooran Goulding** (Litigation Consultant)

JUDGMENT FOR PREPARATION TIME ORDER

1. The Claimant's application for a Preparation Time Order succeeds in part.
2. The Tribunal assessed the amount of preparation time payable by the Respondent as amounting to 7 hours (at £46.00 per hour).
3. The Respondent is ordered to pay the Claimant the sum of £322.00 in respect of preparation time as a result of the Respondent's unreasonable conduct within the proceedings.
4. The above sum is ordered to be paid within 28 days of this Judgment being sent to the parties.

Approved by
Employment Judge Kenward

Dated 17 September 2026

Sent to the parties on

18 September 2026

For the Tribunal office



Notes

Summary reasons for the Judgment having been given orally at the hearing, summary 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.

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.

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/>