EMPLOYMENT TRIBUNALS

Claimants: (1) Miss O Heard
(2) Mr E Sandford
(3) Mr G Boardman
(4) Miss H Mealor

Respondent: Anemoi Renewable Energy Ltd

Heard at: Liverpool (by CVP) **On:** 05 October 2026

Before: Employment Judge Ganner
(sitting alone)

REPRESENTATION:

Claimants: The First Claimant (supported by all the others)
Respondent: Mr R Pal (Litigation Consultant-Croner)

JUDGMENT BY CONSENT

The judgment of the Tribunal is that:

1. The complaints of unauthorised deductions from wages are well-founded. The Respondent made unauthorised deductions from wages and is ordered to pay the following gross sums:

    (a) to the First Claimant the sum of £4416.66
    (b) to the Second Claimant the sum of £11250.00
    (c) to the Third Claimant the sum of £1000.00
    (d) to the Fourth Claimant the sum of £9374.98

2. The complaints in respect of holiday pay are well-founded. The Respondent made unauthorised deductions from the Claimants' wages by failing to pay them for holidays accrued but not taken on the date their employment ended. The Respondent is ordered to pay the following gross amounts:

    (a) To the First Claimant the sum of £555.00
    (b) To the Second Claimant the sum of £1038.00

3. The complaint for breach of contract in relation to notice pay is well founded. The Respondent shall pay the to the First Claimant the gross sum of £625.00. This figure has been calculated to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

4. The complaint for breach of contract in relation to non-payment of expenses is well founded and the Respondent is ordered to pay the following gross amounts:

    (a) To the First Claimant the sum of £750.00
    (b) To the Third Claimant the sum of £1852.91

5. The Respondent must pay the total sum of **£6346.66** to the First Claimant.

6. The Respondent must pay the total sum of **£12288.00** to the Second Claimant.

7. The Respondent must pay the total sum of **£11852.91** to the Third Claimant.

8. The Respondent must pay the total sum of **£9374.98** to the Fourth Claimant.

9. The Claimants are responsible for any tax or statutory deductions which may be due on the above awards.

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Approved by:

Employment Judge Ganner
5 October 2026
JUDGMENT SENT TO THE PARTIES ON:
4 November 2026

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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.

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 numbers: **2402844/2026,2402845/2026,2402846/2026 & 2402847/2026**

Name of case: **Miss O Heard** v **ANEMOI RENEWABLE ENERGY LIMITED**
Mr E Sandford
Mr G Boardman
Miss H Mealor

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: 4 November 2026

the calculation day in this case is: 5 November 2026

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.