

# THE INDUSTRIAL TRIBUNALS

CASE REF: 715/13

**CLAIMANT:** Dermot Sullivan

**RESPONDENT:** J J Hennebry and Son Ltd

## DECISION

The decision of the Tribunal is that the respondent is ordered to pay the claimant the sums as set out below.

### Constitution of Tribunal:

**Chairman (Sitting alone):** Ms P Sheils

### Appearances:

**The claimant was represented by Ms Marie Claire Campbell, Barrister-at-Law, instructed by Cousins Gilmore Solicitors.**

**The respondent did not appear and had been debarred from taking part in the proceedings.**

1. On 6 June 2013 a default judgment was entered against the respondent in respect of the claimant's complaints of breach of contract, redundancy pay, unfair dismissal and the right to receive particulars of contract.
2. On 24 July the Tribunal heard evidence in respect of any remedy due to the claimant.
3. The Tribunal heard evidence from the claimant in respect of remedy and made the following order:-

Redundancy Pay:		£1,664.60
Basic Award Total:	=	£1,664.60
Immediate Loss:		£4,369.32
18 April 2013 - 6 June 2013		No loss

Future Loss:		£9,466.86
Loss of Statutory Rights:		£500.00
Failure to provide written particulars of employment:		£1,456.44
Compensatory Award Total	=	£15,792.62
Uplift at 50%:		£7,896.31
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		£23,688.93
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Basic and Compensatory Award Total	=	<b>£25,353.53</b>

4. This is a relevant decision for the purposes of the Recoupment Regulations.
5. This is a relevant decision for the purposes of the Industrial Tribunals (Interest) Order (Northern Ireland) 1990.

**Chairman:**

**Date and place of hearing: 24 July 2013, Belfast.**

**Date decision recorded in register and issued to parties:**

**INTEREST NOTICE**  
**INDUSTRIAL TRIBUNALS**  
**INTEREST ON AWARDS IN DISCRIMINATION CASES**

In relation to awards made under the Equal Pay Act (Northern Ireland) 1970, the Sex Discrimination (Northern Ireland) Order 1976, the Disability Discrimination Act 1995, or the Race Relations (Northern Ireland) Order 1997, the Industrial Tribunals (Interest on Awards in Sex and Disability Discrimination Cases) Regulations (Northern Ireland) 1996 and the Race Relations (Interest on Awards) Order (Northern Ireland) 1997 interest shall accrue from the day immediately following the day the decision containing the award is issued to the parties. However, no interest is payable on the award if the full amount of the award is paid within 14 days after the day of issue of the decision to the parties. Interest does not accrue on costs or expenses awarded by the tribunal.

In this claim, please note that -

1. the decision day is 1 August 2013 being the day the decision was sent to the parties;
2. the calculation day is 12 September 2013 being the day immediately following the decision day; and
3. the stipulated rate of interest is 8% being the rate of interest in force on amounts awarded by decree in the county court on the decision day.



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Secretary of the Tribunals