



EMPLOYMENT TRIBUNALS

Claimants: Ms P Colbert
Ms L Shaw

Respondent: Caroline Higham and Gordon Yates t/a Caz's Convenience Store

HELD AT: Manchester

ON:

17th July 2018

BEFORE: Employment Judge Howard

REPRESENTATION:

Claimant: Mr M Keenan, solicitor

Respondent: Mr B Harwood-Ferreira, counsel

JUDGMENT

Ms Colbert's claims for a redundancy payment, for unpaid accrued holiday, unpaid notice of termination of employment and for failure to provide a written statement of initial employment particulars, succeed.

Ms Shaw's claims for a redundancy payment and for unpaid accrued holiday succeed.

Ms Shaw's claims for unpaid notice of termination of employment and for failure to provide a written statement of initial employment particulars are dismissed upon withdrawal.

REMEDY

The respondent is ordered to pay to Ms Colbert £7,560.00 consisting of the following sums:

Redundancy payment:	£4,950.00
Holiday pay (gross)	£1,260.00
Notice pay (gross)	£900.00
S1 statement	£450.00

The respondent is ordered to pay to Ms Shaw £2,272.50 consisting of the following sums:

Redundancy payment:	£1,012.50
Holiday pay (gross)	£1,260.00

Employment Judge Howard
Date: 17th July 2018

JUDGMENT SENT TO THE PARTIES ON

20 July 2018

FOR THE TRIBUNAL OFFICE

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.

INTEREST ON TRIBUNAL AWARDS

GUIDANCE NOTE

1. This guidance note should be read in conjunction with the booklet, 'The Judgment' which can be found on our website at www.justice.gov.uk/tribunals/employment/claims/booklets

If you do not have access to the internet, paper copies can be obtained by telephoning the tribunal office dealing with the claim.

2. The Employment Tribunals (Interest) Order 1990 provides for interest to be paid on employment tribunal awards (excluding sums representing costs or expenses) if they remain wholly or partly unpaid more than 14 days after the date on which the Tribunal's judgment is recorded as having been sent to the parties, which is known as "the relevant decision day".

3. The date from which interest starts to accrue is the day immediately following the relevant decision day and is called "the calculation day". The dates of both the relevant decision day and the calculation day that apply in your case are recorded on the Notice attached to the judgment. If you have received a judgment and subsequently request reasons (see 'The Judgment' booklet) the date of the relevant judgment day will remain unchanged.

4. "Interest" means simple interest accruing from day to day on such part of the sum of money awarded by the tribunal for the time being remaining unpaid. Interest does not accrue on deductions such as Tax and/or National Insurance Contributions that are to be paid to the appropriate authorities. Neither does interest accrue on any sums which the Secretary of State has claimed in a recoupment notice (see 'The Judgment' booklet).

5. Where the sum awarded is varied upon a review of the judgment by the Employment Tribunal or upon appeal to the Employment Appeal Tribunal or a higher appellate court, then interest will accrue in the same way (from "the calculation day"), but on the award as varied by the higher court and not on the sum originally awarded by the Tribunal.

6. 'The Judgment' booklet explains how employment tribunal awards are enforced. The interest element of an award is enforced in the same way.