



EMPLOYMENT TRIBUNALS

Claimant: Mr W Lection

Respondent: Store Retail Group Limited (in creditors voluntary liquidation)

Heard at: Manchester

On: 6 December 2022

Before: Employment Judge Leach

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT

1. The name of the respondent is amended from Store Retail Group to Store Retail Group Limited.

2. The claimant was unfairly dismissed. He contributed to his dismissal to some extent by responses he provided at a disciplinary hearing and it is appropriate to make a deduction to his compensatory award of 20%.

3. The claimant was provided with a right of appeal and did not appeal. Pursuant to s207A Trade Union and Labour Relations (Consolidation) Act 1992, a deduction is applied to his compensatory award of 15%.

4. The claimant was wrongfully dismissed. He was dismissed without notice in circumstances where the terms of his contract of employment did not permit that. He was entitled to receive a contractual notice period of one month.

5. The claimant is entitled to the following remedies

5.1 For breach of contract (wrongful dismissal): payment of a month's salary - **£1667.50 gross**

5.2 For Unfair dismissal:-

5.1.1 A basic award of **£480**

5.1.2 A compensatory award based on the following:-

5.1.1.1 Loss of statutory rights - £500;

5.1.1.2 Loss of income from the date on which his notice period should have ended (18 June 2022) up to the date that he began new employment (11 July 2022) of £1667.50.

5.1.2 A deduction of 35% is applied to these amounts in accordance with paragraphs 2 and 3 above. This results in a total compensatory award of **£1062.68**.

6. Accordingly, the respondent is ORDERED to pay to the claimant:-

£1667.50 (gross) for breach of contract

£1542.68 for unfair dismissal (basic and compensatory awards)

Employment Judge **Leach**
Date 5 December 2022

JUDGMENT SENT TO THE PARTIES ON
12 December 2022

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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2406474/2022**

Name of case: **Mr W Lection** v **Store Retail Group Limited (in creditors voluntary liquidation)**

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: 12 December 2022

the calculation day in this case is: 13 December 2022

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

Mr S Artingstall
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.