



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr Quadri Akinode

**Respondent:** (1) LJ Health and Wellbeing Ltd  
(2) Jacksonwell Recruitment Limited

**HELD AT:** Liverpool **ON:** 17 October 2024

**BEFORE:** Employment Judge Barker

## REPRESENTATION:

**Claimants:** No attendance

**Respondents:** No attendance

## JUDGMENT

1. The claimant is successful in his claim for unpaid wages. The first respondent, LJ Health and Wellbeing Ltd, is ordered to pay to the claimant £567 in unpaid wages and £55 holiday pay, making a total award of £622, payable straight away.
2. The second respondent is dismissed from these proceedings.
3. The claimant brought claims of race discrimination against the respondents but has failed to provide any evidence of this to the Tribunal. Those claims are hereby dismissed.

## REASONS

1. Mr Akinode's claim is one of fourteen claims against the respondents, arising out of a period in the second half of 2023 and early 2024 when a number of care workers worked for the respondents but were either not paid at all, or paid only a small amount of wages. They have attempted to obtain payment from the company and directly from the director, Mr Liam Jackson, but have been

unsuccessful. Both the first and the second respondent remain active companies according to the Companies House register.

2. The fourteen claims are being heard together in the Tribunal. This judgment relates solely to Mr Akinode. It was his submission to the Tribunal that there might have been a transfer of his employment from the first respondent to the second respondent, Jacksonwell Recruitment Limited, in February 2024. However, the only evidence he provided of this was that another member of staff told him that his last shift on 21 February 2024 was with Jacksonwell. No further evidence has been provided. The information provided to me tends to show that the first respondent LJ Health and Wellbeing was the claimants' employer during the relevant period, including Mr Akinode's employer. Jacksonwell is therefore dismissed from these proceedings.
3. Neither respondent submitted a valid response to the claims on time. The claims are therefore not defended.
4. There was a case management hearing on 22 July 2024 at which the claims were clarified. The claimants, including Mr Akinode, were asked, by 19 August 2024, to provide evidence of their wages claims and their claims of race discrimination. Today's hearing was a further opportunity for them to provide evidence and submissions to the Tribunal.
5. As the claimant did not attend the hearing today or provide the Tribunal with any further evidence of his race discrimination claims, the race discrimination claims are dismissed.
6. Mr Akinode's ET1 claim form says that he worked for the respondent from 24 December 2023 to 21 February 2024 and was not paid. He claims £567 in unpaid wages and £55 holiday pay. This claim is not defended and so the first respondent is to pay Mr Akinode £622 claimed straight away.
7. It is hoped that the first respondent complies with its legal obligation to pay the amount ordered in this judgment. However, given the lack of engagement by the respondents in these proceedings, it may be that Mr Akinode needs to take steps to enforce the judgment against the first respondent. Information about how to do this in the letter accompanying this judgment, and he is reminded of the availability of free advice from the Citizens Advice Bureau to assist him in any steps he may choose to take.

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Employment Judge Barker

Date: 17 October 2024

JUDGMENT SENT TO THE PARTIES ON  
22 October 2024

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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](http://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 number: **2402498/2024**

Name of case: **Mr Q Akinode** v **1. LJ Health & Wellbeing Ltd**  
**2. Jacksonwell Recruitment Ltd**

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: 22 October 2024

**the calculation day** in this case is: 23 October 2024

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

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](http://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.