



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Katie Gibson  
**Respondent:** TCB Leisure Limited

## **JUDGMENT**

### **Employment Tribunals Rules of Procedure 2013 – Rule 21**

1. The claim for a declaration of unauthorised deduction from wages is well-founded. The respondent is ordered to pay to the claimant **£304.00** in respect of unpaid wages. This is a gross sum and the claimant shall account to the appropriate authorities for any income tax and employee national insurance contributions due in respect of such sum on receipt.

2. The total sum due to the claimant from the respondent of **£304.00** is payable forthwith.

## **REASONS**

1. I am satisfied that the claimant worked for the respondent from 26 May 2018 until 18 July 2018.

2. I am satisfied that the respondent has failed to pay to the claimant her wages for 38 hours worked and due on 22 July 2018 at the rate of £8.00 per hour. This gives a total of £304.00p.

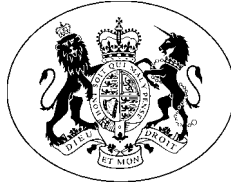
3. In her claim form the claimant refers to Universal Credit not received by her. Any loss arising by reason of under payment of Universal Credit is not recoverable from the respondent.

4. If the claimant wishes to claim compensation pursuant to section 24(2) of the 1996 Act for any loss sustained by her as a result of the failure of the respondent to pay the wages to which the claimant is entitled, then the claimant must send notice in writing of such claim, with full particulars thereof, to the Tribunal within 28 days after the date on which this Judgment is sent to the parties. A hearing will then be arranged.

Employment Judge A M Buchanan

Date: 26 November 2018

Note: 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.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2501590/2018**

Name of **Miss K Gibson** v **TCB Leisure Limited**  
case(s):

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **28 November 2018**

"the calculation day" is: **29 November 2018**

"the stipulated rate of interest" is: **8%**

MISS K FEATHERSTONE  
For the Employment Tribunal Office

## 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.gov.uk/government/collections/employment-tribunal-forms](http://www.gov.uk/government/collections/employment-tribunal-forms)

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.