



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Howarth

**Respondent:** Adept Retail Manufacturing Solutions Limited (In voluntary liquidation)

## JUDGMENT

The claimant's claims for a redundancy payment and for unlawful deduction from wages pursuant to Parts XI & II Employment Rights Act 1996 and for unpaid accrued holiday pursuant to the provisions of the Working Time Regulations 1998 succeed.

The claimants' claims for unpaid notice of termination of employment and for unlawful deduction from wages in respect of underpayments in 2018 & 2020 are dismissed upon withdrawal.

The respondent is ordered to pay the claimant the sum of **£13,018.78** consisting of the following;

Redundancy Payment:	£4,896.00
Unpaid wages (from 15/10/21 – 10/12/21):	£4,275.98
Holiday pay (5.4 weeks):	£3,846.80

Employment Judge Howard  
Date 26<sup>th</sup> September 2022

JUDGMENT SENT TO THE PARTIES ON

28 September 2022

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2400149/2022**

Name of case: **Mr J Howarth** v **Adept Retail  
Manufacturing Solutions  
Limited (In 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: 28 September 2022

**the calculation day** in this case is: 29 September 2022

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

For the Employment Tribunal Office