



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Z El Ahmar

**Respondent:** Salman El Rached

**HEARD AT:** Manchester

**On:** 10 January 2022

**BEFORE:** Employment Judge Batten (sitting alone)

**REPRESENTATION:**

**Claimant:** in person

**Respondent:** C Tariah, trainee solicitor

## JUDGMENT

**The judgment of the Tribunal is that:**

1. The claimant was an employee of the respondent;
2. The respondent has made unauthorised deductions from the claimant's wages and is ordered to pay the claimant the gross sum of **£2,702.50**.
3. Pursuant to section 12A of the Employment Tribunals Act 1996, the respondent shall pay a financial penalty of 50% of the award, in the sum of **£1,351.25**. Notes on how to pay the penalty are annexed hereto.

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Employment Judge Batten  
10 January 2022

JUDGMENT SENT TO THE PARTIES ON:  
11 January 2022

FOR THE TRIBUNAL OFFICE

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.

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.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2411085/2021**

Name of case: **Ms Z El Ahmar** v **Salman El Rached**

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 judgment day" is: 11 January 2022

"the calculation day" is: 12 January 2022

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

Mr S Artingstall  
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/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, 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.

ANNEX 1

**Claimant:** Ms Z EI Ahmar

**Respondent:** Salman EI Rached

ANNEX TO THE JUDGMENT  
(Financial Penalty)

The Tribunal has, under section 12A of the Employment Tribunals Act 1996, imposed a financial penalty on the respondent in the sum of **£1,351.25**. That sum is now payable to the Secretary of State.

Responsibility for the collection of that payment has been passed to a Debt Collection Agency who has been appointed by the Department of Business, Energy and Industrial Strategy, to collect such penalties on behalf of the Secretary of State.

The Debt Collection Agency will contact you within the next few days to explain how that payment should be made.

You should note that if the financial penalty is paid no later than 21 days after the date of this letter, the sum payable is reduced by 50%.

In the event of an application for reconsideration of, or appeal against, the decision to impose a financial penalty recovery will be suspended until the outcome of the application for reconsideration or appeal is known. **However, please note that the 21 day period referred to above is not affected by any application for appeal or reconsideration.**