



EMPLOYMENT TRIBUNALS

Claimant: Mr A Conway

Respondent: Timesgroup Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made on the claim in accordance with Rule 21 of the Rules of Procedure.
2. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£12,233.00** calculated as follow:
 - a. Wages due 1/2/2024 to 15/7/2024: £3,833.00 per month x 5.5 months = £21,083.00
 - b. Less £8,850.00 paid on account between 1/3/2024 and 10/6/2024.
3. When the proceedings were begun, the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. The Respondent is ordered to pay to the claimant an award under section 38 of the Employment Act 2002. The Claimant's earnings exceeded the statutory maximum, and the award is therefore for 2 weeks at the statutory maximum of £643.00 per week which is **£1,286.00**.
4. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£884.61** (statutory notice pay of 1 week). This has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as "Post Employment Notice Pay".
5. The respondent has breached the claimant's contract in respect of unpaid motoring costs (fuel and lead purchases) and is ordered to pay damages to the claimant in the sum of **£561.00**. this being equivalent to the sums incurred by him.
6. The respondent has failed to pay the claimant's accrued but untaken holiday entitlement and is ordered to pay the claimant the gross sum of **£1,638.00**.
7. The respondent failed to give the claimant written itemised pay statements as required by the Employment Rights Act 1996 section 8. The shortfall in the claimant's wages is accounted for at paragraph 2 above, and no further award is made.

8. Consequently, the respondent must pay the claimant the sum of **£16,602.61** in total.
9. The hearing listed on **11 February 2025** is cancelled.

Employment Judge Dunlop
Date: 4 December 2024

JUDGMENT SENT TO THE PARTIES ON

10 December 2024
AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6010227/2024**

Name of case: **Mr A Conway** v **Timesgroup 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: 10 December 2024

the calculation day in this case is: 11 December 2024

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.