



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Birelo

**Respondent:** Dave O'Hara trading as The Hare and Hounds

## JUDGMENT

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

1. The proper name of the respondent employer is Dave O'Hara trading as The Hare and Hounds, who employed the claimant as Bar Manager from March 2017 to January 2018 at a normal weekly pay of £350 gross, £305 net.
2. The respondent failed to provide the claimant with a written contract of employment or statement of main terms of employment and regularly failed to provide itemised payslips.
3. Pursuant to regulation 38 of the Working Time Regulations 1998, the respondent is ordered to pay the claimant the gross sum of £923.00 in respect of compensation for accrued paid annual leave.

4. Pursuant to section 38 of the Employment Act 2002, the respondent is ordered to pay the claimant two weeks' pay in the sum of £700.00 for his failure to provide the statement of particulars.

Regional Employment Judge Parkin

Date: 11 July 2018

JUDGMENT SENT TO THE PARTIES ON

18 July 2018

AND ENTERED IN THE REGISTER

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.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): 2410384/2018

Name of Mr D Birelo v Dave O'Hara trading as  
case(s): The Hare and Hounds

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: 18 July 2018

"the calculation day" is: **19 July 2018**

"the stipulated rate of interest" is: 8%

MR I STOCKTON  
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.justice.gov.uk/tribunals/employment/claims/booklets](http://www.justice.gov.uk/tribunals/employment/claims/booklets)

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.