



EMPLOYMENT TRIBUNALS

Claimant: Mrs Karren Williams
Respondent: BL & EM Ryder Limited
Heard at: Manchester Employment Tribunal
On: 28 February 2024
Before: Employment Judge G Tobin

Representation

Claimant: In person
Respondent: Mr B Ryder (director)

JUDGMENT

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by a video hearing through HM Courts & Tribunal Service Cloud Video Platform. A face-to-face hearing was not held because the relevant matters could be determined in this remote hearing.

The Judgment of the Employment Tribunal is that:

1. The claimant was unfairly dismissed by the respondent, in breach of s94 Employment Rights Act 1996. The respondent also breached the ACAS Code of Practice, pursuant to s207A Trade Union & Labour Relations (Consolidation) Act.
2. The claimant was not paid her full annual leave entitlement by the respondent in breach of regulations 13 of the Working Time Regulations 1998.
3. The respondent failed to provide the claimant with written particulars of her employment, pursuant to s1 Employment Rights Act 1996, in breach of s38 Employment Act 2002.
4. The claimant is awarded total compensation as follows:

	£	£	£
a. Unfair dismissal			
Basic award -		787.50	
Compensatory award			
- Loss of statutory rights	350.00		
- 2 weeks notice pay	500.00		
- ACAS Code uplift @ 25%	<u>212.50</u>		

	<u>1,062.50</u>	1.850.00
b. 2 days accrued and untaken holiday pay -		104.00
c. 4 weeks wages for failure to provide written particulars of employment -		<u>1,000.00</u>
Total		<u>2,954.00</u>

5. The respondent is therefore ordered to pay the claimant the total amount of £2,954.00.

Employment Judge Tobin

Date: 28 February 2024

JUDGMENT SENT TO PARTIES ON

11 March 2024

FOR THE TRIBUNAL OFFICE

Notes

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 Written Reasons for the Judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2409304/2023**

Name of case: **Mrs K Williams** v **BL & EM Ryder 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: 11 March 2024

the calculation day in this case is: 12 March 2024

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

For the Employment Tribunal Office