



EMPLOYMENT TRIBUNALS

Claimant: Miss S Johnrose

Respondent: SER Staffing Limited

Heard at: Manchester Employment Tribunal

On: 01 and 02 December 2021, and 14 March 2022.

Before: Employment Judge Mark Butler
Mr I Frame
Mr ST Anslow

Representation

Claimant: Mrs Johnrose (solicitor)

Respondent: Ms Duffy (Senior Litigation Consultant)

JUDGMENT

1. The claimant's direct race discrimination claims do not succeed, and are dismissed.
2. The claimant's claim for unpaid holiday pay succeeds, to the extent of 8 days unpaid holiday pay is outstanding. The claimant is awarded the gross sum of **£769.23** (£25,000 (per year)/260 (working days) x 8). As this is a gross sum, any statutory deductions from source will need to be made by the employer, with the outstanding balance paid to the claimant. If no deductions are made, then the claimant will need to account for the tax and national insurance payments from this sum.
3. The claimant's claim for breach of contract for unpaid wages of three weeks succeeds. The claimant is awarded the gross sum of **£1,153.84** (£1,666.66 (monthly furlough pay) x 12 (months / 52 (weeks) x 3).
4. The claimant's claim for breach of contract relating to a bonus payment was brought out of time, the claimant did not satisfy the tribunal that it was not reasonably practicable to bring the claim in time, and therefore the tribunal does not have jurisdiction over this claim. This part of the claim is dismissed.

Employment Judge **Mark Butler**

Date__14 March 2022__

JUDGMENT SENT TO THE PARTIES ON

22 March 2022

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 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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2419912/2020**

Name of case: **Miss S Johnrose** v **SER Staffing Limited**

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: 22 March 2022

"the calculation day" is: 23 March 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

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.