



EMPLOYMENT TRIBUNALS

Claimant: Mr H Lawrenson

Respondent: The Car Group Ltd

Heard at: Manchester

On: 17, 18, 20 & 21 April
2023

Before: Employment Judge Phil Allen
Mr J Flynn
Dr H Vahramian

REPRESENTATION:

Claimant: In person

Respondent: Ms E Evans-Jarvis, solicitor

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claimant did make public interest disclosures to the respondent in an email to Mr Holroyd sent in June 2021 about RAC standards, and in an email to Ms Dippenar in June 2021 about the building being open while a water meter was fitted. The other disclosures relied upon were not public interest disclosures.
2. The principal reason for the claimant's dismissal was not that he made either or both of the public interest disclosures found. The claimant's claim for automatically unfair dismissal under section 103A of the Employment Rights Act 1996 does not succeed and is dismissed.
3. The claimant was not subjected to a detriment on the ground that he had made either or both of the public interest disclosures found. The claim for detriment under section 47B of the Employment Rights Act 1996 does not succeed and is dismissed.
4. The claimant was not treated unfavourably because of race. The claim for direct race discrimination under section 13 of the Equality Act 2010 does not succeed and is dismissed.
5. The claimant was not treated unfavourably because of sexual orientation. The claim for direct sexual orientation discrimination under section 13 of the Equality Act 2010 does not succeed and is dismissed.

6. At the time when these proceedings were begun, the respondent was not in breach of its obligation under sections 1 and 4 of the Employment Rights Act 1996 to provide the claimant with a statement of terms and conditions of employment and/or a written statement of any particulars of change.

7. The respondent did make an unauthorised deduction from wages when it failed to pay the claimant in June or July 2021 for overtime worked throughout his employment, which Aleem had committed the respondent to pay in a conversation in June 2021.

8. The unauthorised deduction from wages which the respondent made and which it is ordered to pay to the claimant is the sum of **£485.10**.

Employment Judge Phil Allen
21 April 2023

JUDGMENT SENT TO THE PARTIES ON
24 April 2023

FOR THE TRIBUNAL OFFICE

Notes

Reasons for this 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
ARTICLE 12**

Case number: **2410456/2021**

Name of case: **Mr H Lawrenson** v **The Car Group 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: 24 April 2023

the calculation day in this case is: 25 April 2023

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.