



EMPLOYMENT TRIBUNALS

Claimants: Miss J McKinley & others

Respondent: Anaco Systems Limited (in Administration)

Heard at: Liverpool **On:** 12 February 2019

Before: Employment Judge Buzzard
(sitting alone)

REPRESENTATION:

Claimants: Mr C Millett, Solicitor

Respondent: Not in attendance

JUDGMENT

The judgment of the Tribunal is that:

1. The claimants' complaints, under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992, of a failure by the respondent to comply with the requirements of section 188 of the 1992 Act, are well-founded and succeed.
2. The Tribunal orders the respondent, by way of protective award under section 189(3) of the 1992 Act, to pay all former employees of the respondent whose redundancy was announced at a meeting on 27 July 2018 and took effect immediately thereafter or as soon as the individual claimant could reasonably be notified, remuneration for the period of 90 days beginning on 28 July 2018. For the avoidance of any doubt the former employees of the respondent referred to above includes each and every claimant in this claim and any joined claims.
3. The recoupment regulations apply.

Employment Judge Buzzard

Date ____ 9 March 2019 _____

JUDGMENT SENT TO THE PARTIES ON

5 April 2019

FOR THE TRIBUNAL OFFICE

Note

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(s): **2416954/2018 and others**

Name of case(s): **Miss J McKinley v Anaco Systems Limited
and others (in Administration)**

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: **5 April 2019**

"the calculation day" is: **6 April 2019**

"the stipulated rate of interest" is: **8%**

MISS H KRUSZYNA
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.

**ANNEX TO THE JUDGMENT
(PROTECTIVE AWARDS)**

Recoupment of Benefits

The following particulars are given pursuant to the Employment Protection (Recoupment of Benefits) Regulations 1996, SI 1996 No 2349.

The respondent is under a duty to give the Secretary of State the following information in writing: (a) the name, address and National Insurance number of every employee to whom the protective award relates; and (b) the date of termination (or proposed termination) of the employment of each such employee.

That information shall be given within 10 days, commencing on the day on which the Tribunal announced its judgment at the hearing. If the Tribunal did not announce its judgment at the hearing, the information shall be given within the period of 10 days, commencing on the day on which the relevant judgment was sent to the parties. In any case in which it is not reasonably practicable for the respondent to do so within those times, then the information shall be given as soon as reasonably practicable thereafter.

No part of the remuneration due to an employee under the protective award is payable until either (a) the Secretary of State has served a notice (called a Recoupment Notice) on the respondent to pay the whole or part thereof to the Secretary of State or (b) the Secretary of State has notified the respondent in writing that no such notice is to be served.

This is without prejudice to the right of an employee to present a complaint to an Employment Tribunal of the employer's failure to pay remuneration under a protective award.

If the Secretary of State has served a Recoupment Notice on the respondent, the sum claimed in the Recoupment Notice in relation to each employee will be whichever is the less of:

- (a) the amount (less any tax or social security contributions which fall to be deducted therefrom by the employer) accrued due to the employee in respect of so much of the protected period as falls before the date on which the Secretary of State receives from the employer the information referred to above; OR
- (b) (i) the amount paid by way of or paid as on account of jobseeker's allowance, income-related employment and support allowance or income support to the employee for any period which coincides with any part of the protected period falling before the date described in (a) above; or
- (ii) in the case of an employee entitled to an award of universal credit for any period ("the UC period") which coincides with any part of the

period to which the prescribed element is attributable, any amount paid by way of or on account of universal credit for the UC period that would not have been paid if the person's earned income for that period was the same as immediately before the period to which the prescribed element is attributable.

The sum claimed in the Recoupment Notice will be payable forthwith to the Secretary of State. The balance of the remuneration under the protective award is then payable to the employee, subject to the deduction of any tax or social security contributions.

A Recoupment Notice must be served within the period of 21 days after the Secretary of State has received from the respondent the above-mentioned information required to be given by the respondent to the Secretary of State or as soon as practicable thereafter.

After paying the balance of the remuneration (less tax and social security contributions) to the employee, the respondent will not be further liable to the employee. However, the sum claimed in a Recoupment Notice is due from the respondent as a debt to the Secretary of State, whatever may have been paid to the employee, and regardless of any dispute between the employee and the Secretary of State as to the amount specified in the Recoupment Notice.

Schedule - Anaco Systems Limited (In Administration)

Case Number	Claimant Name
2416954/2018	Miss J McKinley
2416955/2018	Mr M Powell
2416956/2018	Mr K Fewtrell
2416957/2018	Mr P Wilkinson
2416958/2018	Mr M Heller
2416959/2018	Mr A Peckham
2416960/2018	Mr B Peckham
2416961/2018	Miss K Salmon
2416962/2018	Mr A Peckham
2416963/2018	Mr S Peckham
2416964/2018	Mr S James
2416965/2018	Mr T Vart
2416966/2018	Mrs C Wilkinson
2416967/2018	Mr P Roberts
2416968/2018	Mr L McMinn
2416969/2018	Mr P Hoy
2416971/2018	Mr C Ward
2416972/2018	Mr D Fleet
2416973/2018	Mr M Roberts
2416974/2018	Mr K Sharp
2416975/2018	Mr M Roberts
2416976/2018	Mr K Mann
2416977/2018	Mr E Williams
2416978/2018	Mr G McShane
2416979/2018	Mr M Dawson
2416980/2018	Mr R McNamara
2416981/2018	Mr N Kennedy
2416982/2018	Mrs R Richards
2416983/2018	Mr R Franks

Number of Cases **29**