



EMPLOYMENT TRIBUNALS

Claimant: Mrs E Connell
Respondent: Westminster Designs Limited
Heard at: Manchester Employment Tribunal, remotely via CVP
On: 12th February 2024
Before: Employment Judge Howard

Representation

Claimant: In person
Respondent: Not in attendance

JUDGMENT

The claimant's claim of unlawful deduction from wages, brought pursuant to the provisions of Part II of the Employment Rights Act 1996, succeeds.

The respondent failed to provide the claimant with a written statement of employment particulars. The Tribunal makes a higher award of 4 weeks' pay, it being just and equitable in all the circumstances to do so, pursuant to S38 Employment Act 2002.

The respondent is ordered to pay to the claimant **£10,304.00** consisting of the following:

Unlawful deduction from wages:

52 weeks (11th February 2023 – 12th February 2024 @ £184.00 per week):
£9,568.00

Failure to provide written statement of employment particulars:

4 weeks @ £184.00: **£736.00**

Employment Judge Howard
Date: 12th February 2024

Case No: 2405897/2023

JUDGMENT SENT TO THE PARTIES ON

22 February 2024

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 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: **2405897/2023**

Name of case: **Mrs E Connell** v **Westminster Designs Limited**

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: 22 February 2024

the calculation day in this case is: 23 February 2024

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

For the Employment Tribunal Office