



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Nelson

**Respondent:** Gaudium Ltd

## JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£3,432.12**.
2. This figure is calculated as follows:-
  - a. underpayment of wages from August 2023 of £982.18
  - b. underpayment of wages from September 2023 of £158.60
  - c. underpayment of wages in respect of work provided at the respondent's direction for another company £294.17
  - d. the sum for unpaid employee contributions to the pension scheme £1,397.17
  - e. payments taken for a lease car which were not paid to the lease company in the sum of £600
3. The respondent has failed to pay the claimant's untaken annual leave on termination of employment of 20.5 days and is ordered to pay the claimant the gross sum of **£1,850.74**.
4. The claimant will be responsible for paying any tax liabilities arising out of the gross award if they receive the gross figure and tax is not deducted from source.
5. Consequently, the respondent must pay the claimant the total sum (of paragraphs 1& 3 above), of **£5,282.86**.
6. The hearing listed on **3 June 2024** is cancelled.

**Employment Judge Cookson**

Date: 27 March 2024

**Case No:2411670/2023**

JUDGMENT SENT TO THE PARTIES ON

17 April 2024

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2411670/2023**

Name of case: **Miss A Nelson** v **Gaudium 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: 17 April 2024

**the calculation day** in this case is: 18 April 2024

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

For the Employment Tribunal Office