**<<cs\_t****\_Scot\_92>>**

**<<##** 92 cover letter for judgment.dot **##>>**



**EMPLOYMENT TRIBUNALS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To: | <<claimant\_full\_name>>,  <<claimant\_addressUK>>  <<claimant\_email\_address>>  or    <<respondent\_full\_name>>,  <<respondent\_addressUK>>  <<respondent\_email\_address>>  delete as applicable | | | <<Court\_Address>>  <<Court\_Telephone>>  <<Court\_Fax>>  <<Court\_DX>>  **e-mail: <<Court\_Email>>** |
| Your Ref | |  |  | |
| Date | | <<TODAY\_DATE>> |

**Case Number:** <<Case\_No>>

|  |  |  |
| --- | --- | --- |
| **Claimant**  <<Claimant>> | **v** | **Respondent**  <<Respondent>> |

Dear Sir/Madam

**EMPLOYMENT TRIBUNAL JUDGMENT**

**Employment Tribunals Rules of Procedure 2013**

A copy of the Employment Tribunal’s judgment is enclosed. There is important information in the booklet ‘The Judgment’ which you should read. The booklet, which explains what options are available if an award is not paid, can be found on our website at <https://www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426>. If you do not have access to the internet, a paper copy can be obtained by telephoning the tribunal office dealing with the claim.

The Judgment booklet explains that you may request the employment tribunal to reconsider a judgment. It also explains the appeal process to the Employment Appeal Tribunal including the strict 42 day time limit. These processes are quite different, and you will need to decide whether to follow either or both. **Both are subject to strict time limits**. An application to ***reconsider***must be made within 14 days of the date the judgment was sent to you. An application to ***appeal***must generally be made within 42 days of the date the judgment was sent to you; but there are exceptions: see the booklet.

The booklet also explains about asking for written reasons for the judgment (if they are not included with the judgment). These will almost always be necessary if you wish to appeal. You must apply for reasons (if not included with the judgment) within 14 days of the date on which the judgment was sent. If you do so, the 42 day time limit for appeal runs from when these reasons were sent to you. Otherwise time runs from the date the judgment was sent to you or your representative.

For further information, it is important that you read the Judgment booklet. You may find further information about the EAT at **https://www.gov.uk/appeal-employment-appeal-tribunal**.

An appeal form can be obtained from the Employment Appeal Tribunal 52 Melville Street, Edinburgh EH3 7HS.

Please note that all judgments are published on the online judgment register unless an Employment Judge orders otherwise. The online judgment register can be accessed via: <https://www.gov.uk/employment-tribunal-decisions>

|  |
| --- |
| Yours faithfully,  <<Clerk**>>**  For the Tribunal Office |

**<<else\_t****\_Scot\_92A>>**

**<<##** 92A judgment template Scotland **##>>**



**EMPLOYMENT TRIBUNALS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To: | <<claimant\_full\_name>>,  <<claimant\_addressUK>>  <<claimant\_email\_address>>  or    <<respondent\_full\_name>>,  <<respondent\_addressUK>>  <<respondent\_email\_address>>  delete as applicable | | | <<Court\_Address>>  <<Court\_Telephone>>  <<Court\_Fax>>  <<Court\_DX>>  **e-mail: <<Court\_Email>>** |
| Your Ref | |  |  | |
| Date | | <<TODAY\_DATE>> |

**Case Number:** <<Case\_No>>

|  |  |  |
| --- | --- | --- |
| **Claimant**  <<Claimant>> | **v** | **Respondent**  <<Respondent>> |

Dear Sir/Madam

**JUDGMENT**

**Employment Tribunals Rules of Procedure 2013**

**[Insert judgment details]**

**REASONS**

**[insert reasons]**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employment Judge [**Judge surname]**

DATE OfF JUDGMENT **[insert date]**

Entered in register and copied to the parties

|  |
| --- |
| Yours faithfully,  <<Clerk**>>**  For the Tribunal Office |

**<<else\_t****\_Scot\_92B>>**

**<<##** 92B recoupment annex monetary award **##>>**



**EMPLOYMENT TRIBUNALS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To: | <<claimant\_full\_name>>,  <<claimant\_addressUK>>  <<claimant\_email\_address>>  or    <<respondent\_full\_name>>,  <<respondent\_addressUK>>  <<respondent\_email\_address>>  delete as applicable | | | <<Court\_Address>>  <<Court\_Telephone>>  <<Court\_Fax>>  <<Court\_DX>>  **e-mail: <<Court\_Email>>** |
| Your Ref | |  |  | |
| Date | | <<TODAY\_DATE>> |

**Case Number:** <<Case\_No>>

|  |  |  |
| --- | --- | --- |
| **Claimant**  <<Claimant>> | **v** | **Respondent**  <<Respondent>> |

**ANNEX TO THE JUDGMENT**

Recoupment of Jobseeker’s Allowance, Income Support and Income related Employment and Support Allowance

The tribunal has awarded compensation to the claimant but not all of it should be paid immediately. This is because the Department for Work and Pensions (DWP) has the right to recover (recoup) any jobseeker’s allowance, income support or income-related employment and support allowance which it paid to the claimant after dismissal. This will be done by way of a Recoupment Notice which will be sent to the respondent usually within 21 days after the tribunal’s judgment was sent to the parties.

The Tribunal’s judgment should state the total monetary award made to the claimant and an amount called the prescribed element. Only the prescribed element is affected by the Recoupment Notice and that part of the Tribunal’s award should not be paid until the Recoupment Notice has been received.

The difference between the monetary award and the prescribed element is payable by the respondent to the claimant immediately.

When the DWP sends the Recoupment Notice, the respondent must pay the amount specified in the Notice to the Department. This amount can never be more than the prescribed element of any monetary award. If the amount is less than the prescribed element, the respondent must pay the balance to the claimant. If the Department informs the respondent that it does not intend to issue a Recoupment Notice, the respondent must immediately pay the whole of the prescribed element to the claimant.

The claimant will receive a copy of the Recoupment Notice from the DWP. If the claimant disputes the amount in the Recoupment Notice, the claimant must inform the DWP in writing within 21 days. The Tribunal has no power to resolve such disputes which must be resolved directly between the claimant and the DWP.

|  |
| --- |
| Yours faithfully,  <<Clerk**>>**  For the Tribunal Office |

**<<else\_t****\_Scot\_92C>>**

**<<##** 92C recoupment annex protective award **##>>**



**EMPLOYMENT TRIBUNALS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To: | <<claimant\_full\_name>>,  <<claimant\_addressUK>>  <<claimant\_email\_address>>  or    <<respondent\_full\_name>>,  <<respondent\_addressUK>>  <<respondent\_email\_address>>  delete as applicable | | | <<Court\_Address>>  <<Court\_Telephone>>  <<Court\_Fax>>  <<Court\_DX>>  **e-mail: <<Court\_Email>>** |
| Your Ref | |  |  | |
| Date | | <<TODAY\_DATE>> |

**Case Number:** <<Case\_No>>

|  |  |  |
| --- | --- | --- |
| **Claimant**  <<Claimant>> | **v** | **Respondent**  <<Respondent>> |

**ANNEX TO THE JUDGMENT**

Recoupment of Jobseeker's Allowance, Income Support and income-related Employment and Support Allowance

1 The following particulars are given pursuant to the Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996, SI 1996 No 2349.

2 The respondent(s) is under a duty within 10 days commencing on the day on which the tribunal announced its decision at the hearing - in reserved decisions within the period of 10 days commencing on the day on which the Decision was sent to the parties -or in any case in which it was not reasonably practicable for the respondent to do so within that time, then as soon as reasonably practicable thereafter to give the Department of Work and Pensions the following information in writing.

(a) the name, address and National Insurance number of every employee to whom the award relates; and

(b) the date of termination (or proposed termination) of the employment of each such employee.

3 No part of the remuneration due to an employee under the award is payable until the Department of Work and Pensions serves a notice (called a recoupment notice) on the respondent(s) to pay the whole or part thereof to the Department or informs the respondent(s) in writing that no such notice is to be served. The sum claimed in the recoupment notice in relation to each employee will be whichever is the less of.

(i) 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 protective period as falls before the date on which the Department receives from the respondent(s) the information referred to above, OR

(ii) the amount paid as on account of jobseekers allowance, income support or income-related employment and support allowance to the employee for any period which coincides with any part of the protective period falling before the date prescribed in (i).

The sum claimed in the recoupment notice will be payable forthwith to the Department. The balance of the remuneration under the award is then payable to the employee subject to the deduction of any tax or social security contributions.

4 A recoupment notice must be served within the period of 21 days after the Department has received from the respondent(s) the above-mentioned information required to be given by the respondent(s) to the Department or as soon as practicable thereafter.

5 The respondent(s), after paying the balance of the remuneration (less tax and social security contributions) to the employee will not be further liable to him, but the sum claimed in a recoupment notice is due from the respondent(s) as a debt to the Department whatever may have been paid to the employee and regardless of any dispute between the employee and the Department as to the amount specified in the recoupment notice.

|  |
| --- |
| Yours faithfully,  <<Clerk**>>**  For the Tribunal Office |

**<<else\_t****\_Scot\_92D>>**

**<<##** 92D recoupment notice reg 4 monetary awards **##>>**



**EMPLOYMENT TRIBUNALS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To: | **Benefits Agency**  **[insert address]** | | | <<Court\_Address>>  <<Court\_Telephone>>  <<Court\_Fax>>  <<Court\_DX>>  **e-mail: <<Court\_Email>>** |
| Your Ref | |  |  | |
| Date | | <<TODAY\_DATE>> |

**Case Number:** <<Case\_No>>

|  |  |  |
| --- | --- | --- |
| **Claimant**  <<Claimant>> | **v** | **Respondent**  <<Respondent>> |

**NOTIFICATION OF RECOUPMENT**

|  |
| --- |
| **The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support ) Regulations 1996** |

|  |
| --- |
| As required by Regulation 5(1) of the above Regulations, I notify you on behalf of the Secretary of the Tribunals of the following Employment Tribunal Award: |

|  |  |
| --- | --- |
| Claimant’s details | Respondent’s details |
| Name:  Address  Telephone No.  Date of Birth:  National Insurance No. | Name:  Address  Telephone No. |

DETAILS OF AWARD

|  |  |
| --- | --- |
| (a) Monetary award |  |
| (b) Amount of the prescribed element |  |
| (c) Dates of the period to which the prescribed element is attributable |  |
| (d) Amount by which the monetary award exceeds the prescribed element |  |

|  |  |
| --- | --- |
| This confirms information given on the telephone to |  |
| Of |  |
| Telephone number |  |
| Signed | Clerk to the tribunals |
| Name <<Clerk**>>** |  |

**<<else\_t****\_Scot\_92E>>**

**<<##** 92E recoupment notice reg 5(1) protective award **##>>**



**EMPLOYMENT TRIBUNALS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To: | **Benefits Agency**  **[insert address]** | | | <<Court\_Address>>  <<Court\_Telephone>>  <<Court\_Fax>>  <<Court\_DX>>  **e-mail: <<Court\_Email>>** |
| Your Ref | |  |  | |
| Date | | <<TODAY\_DATE>> |

**Case Number:** <<Case\_No>>

|  |  |  |
| --- | --- | --- |
| **Claimant**  <<Claimant>> | **v** | **Respondent**  <<Respondent>> |

**NOTIFICATION OF RECOUPMENT - PROTECTIVE AWARD**

|  |
| --- |
| The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support ) Regulations 1996 |

|  |
| --- |
| As required by Regulation 5(1) of the above Regulations, I notify you on behalf of the Secretary of the Tribunals of the following particulars relating to a protective award made by an employment tribunal under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992: |

**DETAILS OF AWARD**

|  |  |
| --- | --- |
| Date of the hearing at which the protective award is announced (or, if not announced, the date on which a judgment is sent to the parties). |  |
| Location of the Tribunal |  |
| Name and address of the employer |  |
| Description of employees to whom the award relates |  |
| Dates of the protected period |  |

|  |  |
| --- | --- |
| Telephone number |  |
| Signed | Clerk to the tribunals |
| Name <<Clerk**>>** |  |

**<<else\_t****\_Scot\_93>>**

**<<##** 93 cover letter for reasons **##>>**



**EMPLOYMENT TRIBUNALS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To: | <<claimant\_full\_name>>,  <<claimant\_addressUK>>  <<claimant\_email\_address>>  or    <<respondent\_full\_name>>,  <<respondent\_addressUK>>  <<respondent\_email\_address>>  delete as applicable | | | <<Court\_Address>>  <<Court\_Telephone>>  <<Court\_Fax>>  <<Court\_DX>>  **e-mail: <<Court\_Email>>** |
| Your Ref | |  |  | |
| Date | | <<TODAY\_DATE>> |

**Case Number:** <<Case\_No>>

|  |  |  |
| --- | --- | --- |
| **Claimant**  <<Claimant>> | **v** | **Respondent**  <<Respondent>> |

Dear Sir/Madam

**REASONS FOR DECISION OF EMPLOYMENT TRIBUNAL**

**Employment Tribunals Rules of Procedure 2013**

A copy of the employment tribunal’s reasons is enclosed.

|  |
| --- |
| Yours faithfully,  <<Clerk**>>**  For the Tribunal Office |

**<<else\_t****\_Scot\_93A>>**

**<<##** 93A written reasons refused as late **##>>**



**EMPLOYMENT TRIBUNALS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To: | <<claimant\_full\_name>>,  <<claimant\_addressUK>>  <<claimant\_email\_address>>  or    <<respondent\_full\_name>>,  <<respondent\_addressUK>>  <<respondent\_email\_address>>  delete as applicable | | | <<Court\_Address>>  <<Court\_Telephone>>  <<Court\_Fax>>  <<Court\_DX>>  **e-mail: <<Court\_Email>>** |
| Your Ref | |  |  | |
| Date | | <<TODAY\_DATE>> |

**Case Number:** <<Case\_No>>

|  |  |  |
| --- | --- | --- |
| **Claimant**  <<Claimant>> | **v** | **Respondent**  <<Respondent>> |

Dear Sir/Madam

**REFUSAL OF LATE REQUEST FOR WRITTEN REASONS**

**Employment Tribunals Rules of Procedure 2013**

Your application for written reasons for the decision sent to the parties on **[insert date]** has been referred to Employment Judge **[Judge surname]**. The application is refused because a request for written reasons was not made orally at the hearing and the application was not made in writing within 14 days of the date on which the written record of the decision was sent to the parties.

|  |
| --- |
| Yours faithfully,  <<Clerk**>>**  For the Tribunal Office |

**<<else\_t****\_Scot\_93B>>**

**<<##** 93B written reasons allowed although late **##>>**



**EMPLOYMENT TRIBUNALS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To: | <<claimant\_full\_name>>,  <<claimant\_addressUK>>  <<claimant\_email\_address>>  or    <<respondent\_full\_name>>,  <<respondent\_addressUK>>  <<respondent\_email\_address>>  delete as applicable | | | <<Court\_Address>>  <<Court\_Telephone>>  <<Court\_Fax>>  <<Court\_DX>>  **e-mail: <<Court\_Email>>** |
| Your Ref | |  |  | |
| Date | | <<TODAY\_DATE>> |

**Case Number:** <<Case\_No>>

|  |  |  |
| --- | --- | --- |
| **Claimant**  <<Claimant>> | **v** | **Respondent**  <<Respondent>> |

Dear Sir/Madam

**LATE REQUEST FOR WRITTEN REASONS**

**Employment Tribunals Rules of Procedure 2013**

Your application for written reasons for the decision sent to the parties on **[insert date]** has been referred to Employment Judge **[Judge surname]**.

Although your application is out of time the Judge considers that it is in the interests of justice to extend the time limit.

The reasons will be sent in due course

|  |
| --- |
| Yours faithfully,  <<Clerk**>>**  For the Tribunal Office |

**<<else\_t****\_Scot\_94>>**

**<<##** 94 note following a PH **##>>**



**EMPLOYMENT TRIBUNALS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To: | <<claimant\_full\_name>>,  <<claimant\_addressUK>>  <<claimant\_email\_address>>  or    <<respondent\_full\_name>>,  <<respondent\_addressUK>>  <<respondent\_email\_address>>  delete as applicable | | | <<Court\_Address>>  <<Court\_Telephone>>  <<Court\_Fax>>  <<Court\_DX>>  **e-mail: <<Court\_Email>>** |
| Your Ref | |  |  | |
| Date | | <<TODAY\_DATE>> |

**Case Number:** <<Case\_No>>

|  |  |  |
| --- | --- | --- |
| **Claimant**  <<Claimant>> | **v** | **Respondent**  <<Respondent>> |

Dear Sir/Madam

**NOTE FOLLOWING A PRELIMINARY HEARING**

**Employment Tribunals Rules of Procedure 2013**

Please find enclosed a copy of **[an Order]** following the preliminary hearing held on **[insert date]**

|  |
| --- |
| Yours faithfully,  <<Clerk**>>**  For the Tribunal Office |

**<<else\_t****\_Scot\_95>>**

**<<##** 95 certificate of correction **##>>**



**EMPLOYMENT TRIBUNALS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To: | <<claimant\_full\_name>>,  <<claimant\_addressUK>>  <<claimant\_email\_address>>  or    <<respondent\_full\_name>>,  <<respondent\_addressUK>>  <<respondent\_email\_address>>  delete as applicable | | | <<Court\_Address>>  <<Court\_Telephone>>  <<Court\_Fax>>  <<Court\_DX>>  **e-mail: <<Court\_Email>>** |
| Your Ref | |  |  | |
| Date | | <<TODAY\_DATE>> |

**Case Number:** <<Case\_No>>

|  |  |  |
| --- | --- | --- |
| **Claimant**  <<Claimant>> | **v** | **Respondent**  <<Respondent>> |

**CERTIFICATE OF CORRECTION**

**Employment Tribunals Rules of Procedure 2013**

In accordance with the power set out in Rule 69 of the Employment Tribunal Rules of Procedure 2013, I hereby correct the clerical mistake(s), error(s)or omissions(s) in the [**insert document type]** sent to the parties on **[insert date]**, by deleting:

**[insert error]** and substituting therefore **[insert replacement text]** .

**[insert any other errors and substituted text in a list following above style]**

An amended version of the Judgment / Case Management Order ***(delete as appropriate)*** is attached.

Important note to parties:

Any dates for the filing of appeals or reconsideration are not changed by this certificate of correction or the amended Judgment or Case Management Order. These time limits still run from the date of the original Judgment or Case Management Order, or if reasons were provided later, from the date that those were sent to you.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employment Judge [**Judge surname]**

DATE OfF JUDGMENT **[insert date]**

Entered in register and copied to the parties

|  |
| --- |
| Yours faithfully,  <<Clerk**>>**  For the Tribunal Office |

**<<else\_t****\_Scot\_96>>**

**<<##** 96 cover letter for certificate of correction **##>>**



**EMPLOYMENT TRIBUNALS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To: | <<claimant\_full\_name>>,  <<claimant\_addressUK>>  <<claimant\_email\_address>>  or    <<respondent\_full\_name>>,  <<respondent\_addressUK>>  <<respondent\_email\_address>>  delete as applicable | | | <<Court\_Address>>  <<Court\_Telephone>>  <<Court\_Fax>>  <<Court\_DX>>  **e-mail: <<Court\_Email>>** |
| Your Ref | |  |  | |
| Date | | <<TODAY\_DATE>> |

**Case Number:** <<Case\_No>>

|  |  |  |
| --- | --- | --- |
| **Claimant**  <<Claimant>> | **v** | **Respondent**  <<Respondent>> |

Dear Sir/Madam,

**EMPLOYMENT TRIBUNALS RULES OF PROCEDURE**

**Correction of Clerical Errors**

The Judgment / Case Management Order in the above case contained clerical errors.

I enclose a corrected copy of the Judgment / Case Management Order and a certificate of correction.

|  |
| --- |
| Yours faithfully,  <<Clerk**>>**  For the Tribunal Office |

**<<else\_t****\_Scot\_97>>**

**<<##** 97 guidance on interest on tribunal awards **##>>**

**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.justice.gov.uk/tribunals/employment/hearings](http://www.justice.gov.uk/tribunals/employment/hearings)
2. The Employment Tribunals (Interest) Order 1990 provides for interest to be paid on employment tribunal awards of compensation (**excluding sums representing costs or expenses**) if they remain wholly or partly unpaid after 42 days.
3. The 42 days run from the date, known as “the relevant judgment day”, on which the tribunal judgment is recorded as having been sent to the parties. The date from which interest starts to accrue is called “the calculation day”. The dates of both the relevant judgment day and the calculation day that apply in your case are recorded on the Notice attached.
4. Simple interest will accrue on a daily basis on any sum outstanding on the calculation day. Interest does not however accrue on deductions such as tax and/or national insurance contributions which have to be paid over to the appropriate authorities. Neither does interest accrue on any sums that the Secretary of State has claimed in a recoupment notice. If part of the sum is paid within 42 days then interest will accrue only on the amount that remains unpaid.
5. The rate of interest will be that specified by section 17 of the Judgments Act 1838. This is known as the "stipulated rate of interest" and the rate that applies in your case can be found on the Notice attached.
6. If the sum payable is varied either on appeal to the Employment Appeal Tribunal (or on subsequent appeal), or after a reconsideration of the Tribunal's judgment then interest will accrue in the same way from the calculation day in respect of the original judgment which was the subject of the appeal or reconsideration, but on the varied amount and not on the amount that the tribunal first awarded.
7. Employment tribunal awards are enforced through the Sheriff Officer. The interest element of any such award is enforced in the same way.

**Notice**

The Employment Tribunals (Interest) Order 1990

**Parties:** <<Claimant>> **v** <<Respondent>>

**Case No:** <<Case\_No>>

The Employment Tribunal (Interest) Order 1990 provides, inter alia, 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 sum remains unpaid on a day ("the calculation day") 42 days after the day ("the relevant judgment day") that the document containing the tribunal's judgment is recorded as having been sent to the parties. The Order also provides that the rate of interest ("the stipulated rate of interest") shall be that specified in Section 17 of the Judgment Act 1838 on the relevant decision day.

In accordance with Articles 12(1) and 12(2) of that Order the Secretary of the Tribunals is required to provide the following information:

In respect of this case

"the relevant judgment day" is

"the calculation day" is

"the stipulated rate of interest" is 8% per annum.

**<<else>>**

**<<##** 98 guidance on interest on tribunal awards - discrimination **##>>**

**INTEREST ON TRIBUNAL AWARDS**

**GUIDANCE NOTE IN DISCRIMINATION CASES**

1. This guidance note should be read in conjunction with the booklet ‘The Judgment’, which can be found on our website at

www.justice.gov.uk/tribunals/employment/hearings

2. Regulation 8 of The Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 makes provision for the calculation of interest on an award under discrimination and equal pay legislation.

3. In relation to such an award (**excluding sums representing costs or expenses**), simple interest begins to accrue on a daily basis from the day after the day on which the Tribunal's judgment is sent to the parties.

4. No interest will be payable if the full amount is paid to the complainant within 14 days after the judgment is sent out.

5. Interest does not however accrue on deductions such as tax and/or National Insurance contributions that have to be paid over to the appropriate authorities. If part of the sum remains unpaid outwith the 14 days, then interest will only accrue on the amount that remains unpaid.

6. The rate of interest will be that fixed for the time being by section 17 of the Judgement Act 1838. This is known as "the stipulated rate of interest" and the rate that applies in your case can be found on the Notice attached.

7. If the sum is varied, either on appeal to the Employment Appeal Tribunal (or on subsequent appeal) or after a reconsideration of the Tribunal's decision, then interest will accrue in the same way from the day after the day on which the original judgment which was the subject of the appeal or reconsideration, but on the varied amount and not the amount that the Tribunal first awarded.

8. Employment Tribunal awards are enforced through the Sheriff Officer. The interest element of any award is enforced in the same way.

**NOTICE**

The Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996.

|  |
| --- |
| Case No: <<Case\_No>> |

Parties: <<Claimant>> **v** <<Respondent>> <<resp\_others>>

The Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 provide, inter alia, 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 sum remains unpaid on a day after the day on which the Tribunal's judgment is recorded as having been sent to parties.

The Employment Tribunals (Interest) Order 1990 specifies that the rate of interest ("the stipulated rate of interest") shall be that specified in Section 17 of the Judgment Act 1838 on day on which the judgment is sent to parties.

No interest will be payable if the full amount is paid to the complainant within 14 days after the judgment is sent out.

In accordance with Article 12 of The Employment Tribunals (Interest) Order 1990 the Secretary of the Tribunals is required to provide the following information:

In respect of this case

* the judgment was recorded as sent to parties on
* the stipulated rate of interest is 8% per annum

**<<es\_>>**