

RM



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss K Mulvaney  
**Respondent:** Proficient Security Limited  
**Heard at:** East London Hearing Centre  
**On:** 19 and 20 April 2017  
**Before:** Employment Judge Barrowclough  
**Members:** Mr P Quinn  
Mrs SA Taylor

## Representation

**Claimant:** In person  
**Respondent:** Mr M West (Counsel)

# JUDGMENT

The unanimous judgment of the Tribunal is that:-

1. The Claimant was unfairly dismissed and also directly discriminated against by the Respondent because of her sex. The Claimant is also entitled to 8 days outstanding holiday pay and the balance of notice monies due. The Respondent is ordered to pay the Claimant the following sums:

(a) Basic Award (9 x £475) = £ 4,275

(b) Compensatory Award –

Loss of earnings from 30<sup>th</sup> March to 31<sup>st</sup> October 2016, including pension contributions, £15,000 company car maintenance, and loss of statutory rights (£250)

(c) Pay in lieu of notice £ 3,400

<b>(d) 8 days holiday pay</b>	<b>£ 1,600</b>
<b>(e) Injury to feelings</b>	<b><u>£ 5,000</u></b>
	<b>£29,275</b>

**The Recoupment Regulations do not apply.**

Employment Judge Barrowclough

Date: 3 May 2017