



## EMPLOYMENT TRIBUNALS

**Claimant:** Miss R Kelly

**Respondent:** Limegreen (England and Wales) Limited

**Heard at:** Cardiff **On:** 4 & 5 September 2017

**Before:** Employment Judge P Davies  
Members: Mrs J Kiely  
and Mr H C Hamilton

**Representation:**  
Claimant: In person  
Respondent: Mr M Cameron (Consultant)

## JUDGMENT

The unanimous Judgment of the Tribunal is that:-

1. The Respondents unlawfully discriminated against the Claimant because of her pregnancy and are ordered to pay compensation to the Claimant of £8,340.00.
2. The figure of £8,340.00 is calculated as follows:-
  - (a) Loss of wages (partial) from 17 August 2016 to 25 September 2016 - £696.60 (gross) interest £55.71
  - (b) Injury to feelings of £7,000.00 made up of £6,000.00 in respect of failure to offer the Claimant full time employment and £1,000.00 in respect of comments made by the Respondent employer at the end of August/beginning of September. Interest on the above of £587.69.
3. Pursuant to section 38 of the Employment Act 2002 the Respondents are ordered to pay to the Claimant the sum of £266.40 (2 weeks @ £133.20) for failure to provide a Statement of Terms and Conditions of Employment.

4. The claim for holiday pay be adjourned to a date to be fixed. The Respondents are to provide a Counter Schedule in respect of calculations of holiday pay to the Claimant on or before 19 September 2017. By 2 October 2017 the parties are to inform the Tribunal whether there is a need for a further hearing in respect of holiday pay.
5. Except as indicated above all other claims are dismissed.

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Employment Judge P Davies  
Dated: 14 September 2017

JUDGMENT SENT TO THE PARTIES ON  
15 September 2017

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

**NOTE:**

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.