



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss J McGrath

v Ms Joanne Temple t/a Dudes Barbers

Heard at: Sheffield

On: 17 September 2018

Before: Employment Judge Little

Members: Mr D Crowe

Mrs J Rathbone

Representation:

Claimant: In Person

Respondent: In Person

REMEDY JUDGMENT

The unanimous judgment of the Tribunal is that the claimant is entitled to compensation as set out below:

1. Unauthorised deduction from wages.

For the periods when the claimant was absent from work in October, November and up to the date of dismissal on 6 December 2017 she was entitled to statutory sick pay and the non payment being an unauthorised deduction was **£437.81**.

2. Unfair Dismissal

(a) For the period 7 December 2017 to 18 January 2018, six weeks at the statutory sick pay rate of £89.35 = **£536.10**

(b) For the period 19 January 2018 (the claimant's notional return to work following sickness) to 17 March 2018 (start of maternity leave) 8 weeks loss at normal rate of pay of £311 per week = **£2488**

(c) Statutory maternity pay post 17 March 2018, six weeks at £279 per week = **£1674. 00**

Accordingly the claimant is awarded the further sum of **£4698.10** in respect of unfair dismissal compensation.

3. Injury to feelings award for pregnancy discrimination

The claimant is awarded the sum of **£4000**.

4. Summary

Unauthorised deduction from wages	£437.81
Unfair dismissal compensation	£4698.10
Injury to feelings compensation	£4000.00
TOTAL:	<u>£9135.91</u>

Employment Judge Little

Date: 25th September 2018

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.