



EMPLOYMENT TRIBUNALS

Claimant: Ms R Martin

Respondents: (1) Beauty Tonic 64 Beech Rd Limited

(2) Mr Gregory William May

HELD AT: Manchester

ON: 11 December 2018

BEFORE: Employment Judge Porter
Mr M Firkin
Mr P C Northam

REPRESENTATION:

Claimant: Mr G Chambers, solicitor

Respondent: Mr M Cameron, consultant

JUDGMENT ON REMEDY

The unanimous judgment of the Tribunal is that:

1. The first respondent is ordered to pay to the claimant compensation for unfair dismissal in the sum of £9,918.59 comprised as follows:
 - 1.1. Basic Award in the agreed sum of £346.15;
 - 1.2. Compensatory Award in the sum of £9, 572.44
2. The recoupment regulations do not apply.
3. The first respondent is ordered to pay to the claimant the net sum of £373.31 as compensation for breach of contract.
4. The first respondent is ordered to pay to the claimant the gross sum of £415.38, being the amount of accrued holiday pay due and owing to the claimant on termination of employment.
5. The first and second respondent are ordered to pay to the claimant the sum of £1,000.00 as compensation for injury to feelings under the claim of discriminatory treatment under the Equality Act 2010.

6. The first and second respondent and jointly and severally liable for payment of the sum ordered to be paid under paragraph 5.

Employment Judge Porter

Date: 12 December 2018

JUDGMENT SENT TO THE PARTIES ON

14 December 2018

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2405471/2018**

Name of case(s): **Ms R Martin** v **(1) Beauty Tonic 64
Beech Road Limited
(2) Mr Gregory William
May**

The Employment Tribunals (Interest) Order 1990 provides 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 full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **14 December 2018**

"the calculation day" is: **15 December 2018**

"the stipulated rate of interest" is: **8%**

MRS L WHITE
For the Employment Tribunal Office

