



EMPLOYMENT TRIBUNALS

Claimant: Miss K Ondrejickova

Respondents: 1. Independent Financial Matters Ltd (in creditors' voluntary liquidation)
2. Mr D Connolly
3. Mr A Wood

HELD AT: Manchester

ON: 27 February 2019

BEFORE: Employment Judge Franey
Ms MT Dowling
Dr H Vahramian

REPRESENTATION:

Claimant: Mr R James (Lay Representative)

Respondents: Did not attend

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. All claims against Mr Connolly and Mr Wood personally are dismissed upon withdrawal by the claimant.
2. The complaint of direct race discrimination against the first respondent succeeds. The first respondent discriminated against the claimant because of nationality in failing to provide her with a working telephone from May 2017, in moving her to a cold back office in January 2018, in the events of 7 February 2018, and in dismissing her on 12 February 2018.
3. The first respondent is ordered to pay the claimant the total sum of **£13,840.33** calculated as follows:

(a) compensation for financial losses following dismissal	£1,546.38
(b) interest on that sum	£ 63.58
(c) compensation for injury to feelings	£10,000.00
(d) interest on that sum	£ 926.37
(e) failure to provide a written statement of terms	<u>£1,304.00</u>
	£13,840.33

Employment Judge Franey

27 February 2019

JUDGMENT SENT TO THE PARTIES ON

06 March 2019

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): **2410461/2018**

Name of **Miss** **K v** **Independent** **Financial**
case(s): **Ondrejickova** **Matters Ltd**

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: **06 March 2019**

"the calculation day" is: **07 March 2019**

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

MRS L WHITE
For the Employment Tribunal Office

