



EMPLOYMENT TRIBUNALS

Claimant: Ms T Peart

Respondent: Care Preference Limited

Heard at: Middlesbrough **On:** 3 May 2019

Before:

Employment Judge JM Wade
Mr Brewer
Mr Stead

Representation

Claimant: Mr Turner (lay representative)
Respondent: Mr Anderson (consultant)

REMEDY JUDGMENT

Unfair Dismissal (assertion of statutory rights conferred by the Working Time Regulations 1998).

In respect of the Tribunal's decision that the complaint of unfair dismissal succeeds, the Tribunal makes a Compensatory Award comprising lost earnings and employer pension contributions of **£15,263.84**.

Equality Act Section 18 complaint (to which recoupment does not apply)

In respect of the Tribunal's decision that the claimant's dismissal was also unfavourable treatment because of her pregnancy, the Tribunal awards **£18,000** in respect of injury to feelings. **£15263.84** in respect of pecuniary losses is subsumed in the unfair dismissal award above. The Tribunal awards **£2661.11** in interest on both sums.

Recommendation by consent

Within fourteen days of this Judgment being sent to the parties the Tribunal recommends that the Respondent provide to the claimant a "to whom it may concern" reference and provides the same in respect of any request in writing from any prospective employer.

Recoupment

The prescribed element is **£4104.38**
The prescribed period is 26 April 2018 to 31 July 2018.

The balance for recoupment purposes which must be paid by the respondent to the claimant pending recoupment is **£31,820.57**.

The total award to the claimant is **£35, 924.95**

Employment Judge JM Wade

Date 7 May 2019

Note

Judgments and reasons are published online soon after they are sent to the parties. Any request for written reasons for this Judgment must be made in writing within fourteen days of the date on which the Judgment is sent to the parties.