



EMPLOYMENT TRIBUNALS

Claimant: Ms M Janiga

**First Respondent: Thistle Recycling Solution Limited
Second Respondent: Mr Mateusz Szramke**

Held at: Middlesbrough On: 30 May 2019

Employment Judge Shepherd

Appearances

For the Claimant: In person

Interpreter: Mr R Zaborniak

For the First Respondent: No attendance

For the Second Respondent: No attendance

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claims of unfair dismissal, unauthorised deduction from wages and discrimination by reason of pregnancy or maternity against the second respondent are well founded and succeed.

2. Judgment on liability having been given against the first respondent by Employment Judge Garnon on 11 March 2019 and sent to the parties on 13 March 2019. The following remedy is awarded:

2.1. Unfair dismissal and discrimination by reason of pregnancy and maternity – the respondents are jointly and severally ordered to pay to the claimant the sum of ££14,384.80

2. 2. Unauthorised deduction from wages- the sum of £2,192.40 was the amount of unauthorised deductions from wages pursuant to section 13 of the Employment Rights Act 1996. The deduction of these wages was also a detriment and the figures included within the award for discrimination and is not awarded twice.

The total amount the respondent to ordered to pay to the claimant is £14,384.80.

Employment Judge Shepherd
30 May 2019

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.

All 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.