



EMPLOYMENT TRIBUNALS

Claimant

Miss E O'Brien
Ms F McCleod

Respondent

Phoenix Pub Group Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL (REMEDY)

Heard at: Birmingham

On: 15 July 2019

Before: Employment Judge Lloyd (In Chambers)

JUDGMENT

The respondent, being in default of the tribunal's direction at paragraph 4) of the Order issued to the parties on 14 June 2019, the tribunal enters judgment as to remedy for the claimants as follows: -

The First Claimant

The respondent's failure to provide a written statement of particulars (s.1 ERA, s.38 EA 2002);

4 X £333.00 = £1332.00

The respondent's failure to provide written reasons for dismissal (s.93 ERA)

2 x £333.00 = £666.00

Automatic unfair dismissal, for reason of relevant TUPE transfer (TUPE reg 7)

Unfair dismissal (s.94/98 ERA 1996)

£5818.17 (loss of statutory rights and loss of earnings)

Wrongful dismissal

£3330.00

Unlawful detriment in maternity leave (MPL Regs 1999 reg 19(1) and (2)(d))

Maternity discrimination: (s.18 EqA)

£12,000 (injury to feelings)

I award the first claimant total compensation of **£23,146.17**

The Second Claimant

The respondent's failure to provide a written statement of particulars (s.1 ERA, s.38 EA 2002)

4 x £180.00 = £720.00

Automatic unfair dismissal, for reason of relevant TUPE transfer (TUPE reg 7)

Unfair dismissal (s.94/98 ERA 1996)

£5,240.00 (loss of statutory rights and loss of earnings)

I award the second claimant total compensation of **£5,990.00**

The respondent is therefore ordered to pay in respect of all the claimants' claims, a **total award of £29,136.17**

Employment Judge Lloyd

Dated: 15 July 2019