



EMPLOYMENT TRIBUNALS

Claimant: Ms N Shepherd

Respondent: TLH Auctioneers Ltd

Heard at: Manchester

On: 1 July 2019

Before: Employment Judge Feeney

REPRESENTATION:

Claimant: Miss Cook, Counsel

Respondent: Not in attendance

JUDGMENT ON REMEDY

The judgment of the Tribunal is that:

The claimant's claim of unfair dismissal, sex discrimination and unlawful deduction of wages having succeeded, the claimant is awarded and the respondent ordered to pay as follows:

Unlawful Deduction of Wages

| | |
|---|-----------|
| 4 weeks' holiday pay at £500 net per week | £2,000.00 |
|---|-----------|

Unfair Dismissal

Basic Award

| | |
|-----------------|-----------|
| 6 weeks at £508 | £3,048.00 |
|-----------------|-----------|

Compensatory Award

| | |
|---|-----------|
| Lost earnings 3.5 weeks @ £500 per week | £1,850.00 |
|---|-----------|

| | |
|--|-----------|
| Ongoing losses to 11 March (difference between new part-time employment and previous employment with the respondent) | £6,365.81 |
|--|-----------|

| | |
|---|--------------------------|
| 14 March to 1 July 2019 | £1,500.00 |
| Ongoing loss £100 per week (difference between full-time employment in new job and previous employment with the respondent) | |
| Total compensatory loss | £9,715.81 |
| <i>Loss of Statutory Rights</i> | |
| 2 weeks at £500 a week | <u>£1,000.00</u> |
| Total unfair dismissal award | £13,763.81 |
| Sex Discrimination | |
| For sexual harassment over a period and for victimisation | <u>£12,000.00</u> |
| Total overall award | <u>£27,763.81</u> |

Employment Judge Feeney

Date 8 July 2019

JUDGMENT SENT TO THE PARTIES ON

24 July 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): **2417266/2018**

Name of **Ms N Shepherd** v **TLH Auctioneers Ltd**
case(s):

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: **24 July 2019**

"the calculation day" is: **25 July 2019**

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

MRS L WHITE
For the Employment Tribunal Office

