



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms Lisa Forrest

v

Triplelift UK Limited

Heard at: Watford

On: 22, 24, 25 and 26 July , 5 August (in private) and 8 August 2019;

Before: Employment Judge Hyams

Members: Ms G Binks
Mr D
Sutton

Appearances:

For the claimant:

Mr J Heard, of counsel

For the respondent:

Ms K Hosking, of counsel

JUDGMENT

- 1 By consent, the claimant is entitled to two weeks' notice pay. That is the sum of £1,817.30 gross.
- 2 At the time of the commencement of this claim, the claimant had been given no statement of her terms and conditions of employment compliant with section 1 of the Employment Rights Act 1996 ("ERA 1996"). In the circumstances, applying section 38 of the Employment Act 2002, the claimant should receive 4 weeks' pay, which, given that the cap in section 227 of the ERA 1996 applies, is £1956.00.
- 3 The respondent underpaid the claimant commission in the sum of £10.71 gross.
- 4 The respondent failed to pay the claimant sick pay in the sum of £142.96

(gross).

5. The respondent did not discriminate against the claimant because of her sex, harass her within the meaning of section 26 of the Equality Act 2010 (“EqA 2010”), or victimise her within the meaning of section 27 of that Act, in any way.
6. There was a material factor within the meaning of section 69 of the EqA 2010 for the difference in the pay of the claimant as compared with that of her two named comparators.

Employment Judge Hyams

Date: 8 August 2019

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE