



RM

EMPLOYMENT TRIBUNALS

Claimant: Ms R
Respondent: T&T Consultancy London Ltd
Heard at: East London Hearing Centre
On: 6, 7 and 8 November 2019
Before: Employment Judge Jones
Members: Ms T Jansen
Dr J Ukemenam

Representation

Claimant: Ms McNally (Solicitor)
Respondent: Mr I Ahmed (CEO)

JUDGMENT

The judgment and reasons were given in open court on 8 November 2019.

Because of the restricted reporting order made by EJ Ferguson on 30 January 2019 the Claimant is referred to as Ms R in this judgment.

It was the unanimous judgment of the Tribunal that: -

1. The Respondent harassed the Claimant contrary to section 26(2) of the Equality Act 2010.
2. The Respondent failed to provide the Claimant with a written statement of particulars of employment contrary to section 1 of the Employment Rights Act 1996.
3. The complaint of unlawful deduction of wages fails and is dismissed.
4. The Claimant is entitled to a remedy for her successful claim.

Remedy

Harassment

5. The Claimant's employment was from 2 October 2017 – 19

February 2018. She earned £953 per month net from 1 January 2018. (£1,000 gross per month) We award her three months loss of wages.

6. £953 x 3 = £2,859.00

Plus interest awarded under the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 at 8% of £228.72

£228.72

Injury to feelings:

7. It is this Tribunal's judgment that the Claimant is entitled to an award of £20,000 for injury to feelings =

£20,000

Plus interest at 8% = £1,600.00

8. Plus 4 weeks wages under Section 38 Employment Rights Act 1996 for failure to provide the Claimant with written terms and conditions of employment

£953 x 12/52 x 4 = £880.00

9. The total remedy due to the Claimant is £2,859 + £228.72 + £20,000 + £1,600 + £880.00 = £25,567.72.

10. The Respondent is ordered to pay the Claimant the total sum of £25,567.72 in settlement of this claim.

Employment Judge JONES
Date: 3 December 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.

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