



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms J ANDREW

**Respondent:** WONGA GROUP LTD (In Administration)

## RULE 21 JUDGMENT

The respondent having failed to file a response in time or at all, and it being noted that the Administrators have consented to the continuation of these proceedings, it is adjudged that the following claims are well founded:

1. Pursuant to Section 189 of Trade Union and Labour (Consolidation) Act 1992, the respondent failed to comply with the requirements of section 188 in respect of consultation and the claimant is entitled to a protective award.
2. Dismissal as an act of direct discrimination contrary to Section 13 of Equality Act on grounds of pregnancy or maternity.
3. Breach of contract in respect of notice pay.
4. Unlawful deductions from wages in respect of maternity pay and holiday pay, contrary to Section 13 of Employment Rights Act.
5. A Hearing for remedies will be listed on a date to be fixed with a time estimate of 3 hours. The Hearing will be combined with the claim of Carter v Wonga Group Ltd. 2304597/2018.

Employment Judge Hargrove

18 September 2019.