



EMPLOYMENT TRIBUNALS

Claimant: Miss D Ellis

Respondent: Ecoames Ltd

Heard at: East London Employment Tribunal **On:** 24 June 2020

Before: Employment Judge Burgher

Appearances

For the Claimant: In person

For the Respondent: Did not attend

REMEDY JUDGMENT

The Respondent is ordered to pay the Claimant the total sum of £25,847.85 in respect of her successful claims.

REASONS

1 The Respondent's response was struck out and judgment was given in respect of the Claimant's claims for discrimination on grounds of pregnancy or maternity, breach of contract for notice pay, holiday pay and arrears of pay on 22May 2020.

2 The remedy hearing was held by video hearing on the Microsoft Teams Platform. The Respondent did not attend.

3 I heard evidence from the Claimant who gave evidence under oath having affirmed her witness statement. I was also referred to her schedule of loss.

4 Having considered the evidence and the documents I concluded that it was appropriate to order the Respondent to pay the Claimant the sums specified below.

Date started employment	06/06/2019
Effective Date of Termination	23/01/2020
Period of continuous service (years)	0

Age at Effective Date of Termination	22
Remedy hearing date	24/06/2020
Gross weekly pay at Effective Date of termination	300.00
1. Compensatory (income)	
Loss of net earnings until mitigation (inc notice pay)	8100
Less non-recoupable benefits	-2,788.10
Total compensation (income)	5,311.90
2. Compensatory award (other statutory rights)	
Holiday pay	1,100.00
Statutory Maternity Pay	5,772.00
Total compensation (other statutory rights)	6,872.00
3. Adjustments to total compensatory award	
Plus interest (compensation award) @ 8% for 259 days	301.54
Compensatory award before adjustments	12,183.90
Total adjustments to the compensatory award	301.54
Compensatory award after adjustments	12,485.44
4. Non financial losses	
Injury to feelings	12,000.00
Plus interest @ 8% for 518 days	1,362.41
Total non-financial award	13,362.41
5. Summary totals	
Compensation award including statutory rights	12,485.44
Non-financial loss	13,362.41
Total	£25,847.85

5 The total due to be paid by the Respondent to the Claimant is therefore **£25,847.85.**

Employment Judge Burgher
Date: 24 June 2020