

EMPLOYMENT TRIBUNALS

v

Claimant

Respondent

On: 3 – 6 August 2020

Mrs H Merszarosova

The Cracking Egg Company Limited

Heard at: Norwich

Before: Employment Judge Cassel

Members: Mrs L Daniels and Mr D Snashall

Appearances

For the Claimant:In person, assisted by her husbandFor the Respondent:Mr T Hussain

JUDGMENT

- 1. The claim for unlawful discrimination pregnancy and maternity discrimination, succeeds in so far as her treatment following her return from maternity leave.
- 2. The claim of sexual harassment is dismissed on withdrawal.
- 3. The claim of holiday pay is dismissed on withdrawal.
- 4. The claim of detriment on grounds of public interest disclosure fails and is dismissed.
- 5. The claims of unfair dismissal and automatic unfair dismissal fail and are dismissed.
- 6. We make the following awards in respect of payments not made by reason of unlawful discrimination:

6.1	Non-payment of pay for 12 August 2018	Gross £	57.40
6.2	Loss of pay	Gross £	916.32
	(during period of unlawful discrimination)		
6.3	Injury to feelings	£ 4,500.00	
	(Lower Vento Band)		
6.4	Interest on 6.3 above	£	360.00

- 7. The payments referred to in 6.1 and 6.2 above are Gross payments and the Respondent is to account to HMRC and the Claimant for any Tax and National Insurance payable.
- 8. The recoupment provisions do not apply.

Employment Judge Cassel

Date: 14 August 2020

Sent to the parties on: 7/9/2020

For the Tribunal Office

Note

or the Tribunal Office

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.