



Case Number: 2206213/2020

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondents

Ms N Gernat

(1) Mr Baleegh UI-Hassan
(2) Time Café Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

SITTING AT: London Central

ON: 23 March 2021

BEFORE: Employment Judge A M Snelson

On hearing Mr A Lukowski, lay representative, on behalf of the Claimant and there being no appearance or representation by or on behalf of either Respondent, the Tribunal determines the claims as follows:

(1) The Claimant's complaint of pregnancy/maternity discrimination against the First Respondent is well-founded and he is ordered to pay to her compensation and interest calculated as follows:

(a)	Injury to feelings:	£ 7,500
(b)	Loss to date:	£11,280
(c)	Future loss:	£ 1,996
(d)	Interest on (a)	£ 450
(e)	Interest on (b)	<u>£ 300</u>
		£21,526

(2) Claimant's complaint of wrongful dismissal is well-founded and the First Respondent is ordered to pay to her compensation of £384.

(3) The Claimant's complaint of unauthorised deductions from wages is well-founded and the First Respondent is ordered to pay to her in respect thereof the sum of £6,560.

(4) The Claimant's claim under the Working Time Regulations 1998 for compensation for annual leave entitlement outstanding on the termination of her employment is well-founded and the First Respondent is ordered to pay to her compensation of £877.

(5) Pursuant to the Trade Union and Labour Relations Act 1992, s207A(2), the First Respondent is ordered to pay to the Claimant the sum of £2,419.

(6) Pursuant to the Employment Act 2002, s38, the First Respondent is ordered

to pay to the Claimant the sum of £1,848 (4 weeks' pay).

EMPLOYMENT JUDGE - Snelson

NOTE: It appears to the Tribunal (but if in doubt the parties should take independent advice) that income tax and national insurance contributions are payable in respect of the awards under paragraphs (3) and (4) above. If so, provided that the Respondent make appropriate deductions and account therefor to the proper authorities, payment to the Claimant of the 'net' sum will represent a valid discharge of this judgment.

Judgment entered in Register and copies sent to parties on: 30th March 2021.

For Office of the Tribunals