



EMPLOYMENT TRIBUNALS

Claimant: Mrs B Jablonka (née Panyszak)

Respondent: Nationwide Cleaning & Support Services Ltd

Heard at: London South Employment Tribunal (by remote video hearing)

On: 1-4 February 2022

Before: Employment Judge Ferguson

Members: Ms J Moore
Ms G Mitchell

Representation

Claimant: Ms M Inkin (legal executive)

Respondent: Mr A Williams (solicitor)

JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The complaint of unauthorised deductions from wages is dismissed upon withdrawal.
2. The Respondent discriminated against the Claimant because of her pregnancy by:
 - a. Failing to carry out an individual pregnancy risk assessment from 3 August 2018 to 25 September 2018; and
 - b. Failing to provide appropriate and safe duties to the Claimant between 18 and 21 October 2018.
3. The Claimant's dismissal amounted to an act of victimisation.
4. The Claimant is awarded £3,973.22 plus interest of £271.32 in respect of

financial losses and compensation for injury to feelings of £17,600 plus interest of £3,809.23.

5. The compensation awarded to the Claimant is increased pursuant to section 38 of the Employment Act 2002 by £714.70 (being two weeks' pay).
6. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to the Claimant in the sum of £310.17.
7. The Respondent must pay the Claimant the total sum of £26,678.64.

Employment Judge Ferguson

Date: 4 February 2022

Notes

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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