



EMPLOYMENT TRIBUNALS

Claimant: Miss H Meredith

Respondent: Mercure MSB Admiral Ltd T/a Mercure Brandon Hotel and Spa

Heard at: Birmingham **On:** 12, 13 14 and 15 August 2019

Before: Employment Judge Miller
Mrs Fox
Mr Tsouvallaris

Representation

Claimant: In person
Respondent: Mrs A Clay – Solicitor

CORRECTED JUDGMENT

The judgment of the tribunal is that:

1. By agreement the name of the respondent is amended to Mercure MSB Admiral Ltd T/a Mercure Brandon Hotel and Spa
2. The claimant's claims of pregnancy and maternity discrimination, unfair dismissal, and breach of contract are well founded.
3. The tribunal awards the claimant
 - a. damages for breach of contract;
 - b. compensation for unfair dismissal that is not otherwise covered by the award of compensation for discrimination; and
 - c. compensation for discrimination, which encompasses loss of earnings and injury to feelings;
4. The respondent is ordered to pay the claimant compensation for these claims in the sum of **£34,170.14** as calculated below:

Breach of contract/notice pay	
4 weeks at £346.15	£1384.60
Unfair dismissal	

Basic award 4 weeks at £346.15	£1384.60
Loss of statutory rights	£500
Discrimination	
Compensation for loss of earnings	
46 weeks 25 September 2018 – 13 August 2019 at £346.15	£15922.90
13 weeks from 14 August 2019 at £346.15	£4499.95
Injury to feelings	£12850
Subtotal	<u>£36542.05</u>
ACAS uplift at 15%	£5273.62
Reduction on basic award for contribution at 40%	(£553.84)
Reduction on compensatory award at 40%	(£9394.51)
Subtotal	<u>£31,867.32</u>
Interest on injury to feelings award from 28 August 2018 at 8%	£912.53
Interest on compensatory award from 6 January 2019 at 8%	£390.11
Subtotal	<u>£33,169.96</u>
Grossing up	£1000.18
<u>Total</u>	<u>£34,170.14</u>

Employment Judge **Miller**
Date 16 August 2019

19/08/2019