



EMPLOYMENT TRIBUNALS

Claimant: Ms C Roderique
Respondent: Ldn Global Group Limited (In Liquidation)
Heard at: East London Hearing Centre
On: 5 May 2022
Before: Employment Judge Burgher
Members: Ms M Daniels
Mr L Bowman

Representation

For the Claimant: Mr S Langi (Solicitor)
For the Respondent: Did not attend

JUDGMENT

- 1 The Claimant has established her claims in the following respects:
 - 1.1 Automatic unfair dismissal (s.99 Employment Rights Act 1996 and regulation 20 Maternity Leave Regulations 1999);
 - 1.2 Unfair dismissal (s.98 (1)(c)) Employment Rights Act 1996;
 - 1.3 Breach of regulation 10 Maternity and Paternal Regulations 1999;
 - 1.4 Discrimination on Grounds of Pregnancy and Maternity Leave s.18 Equality Act 2010;
 - 1.5 Discrimination on grounds of sex in selection for redundancy (s.13 Equality Act 2010);
 - 1.6 Accrued Holiday Pay for 18 days (Regulation 14 of Working Time Regulations 1998; and

1.7 Unpaid notice pay.

2 The Respondent is ordered to pay the Claimant the sum of £46,464.66 in respect of her claims.

REMEDY CALCULATION

1. Details

Date of birth of claimant	10/08/1986
Date started employment	05/12/2016
Effective Date of Termination	14/11/2020
Period of continuous service (years)	3
Age at Effective Date of Termination	34
Date Respondent entered liquidation	07/02/2022
Remedy hearing date	05/05/2022
Contractual notice period (weeks)	4.3
Net weekly pay at EDT	508.50
Gross weekly pay at EDT	576.00
Gross annual pay at EDT	29,952.00

2. Basic award

Basic award	1,614.00
Number of qualifying weeks (3) x Gross weekly pay (538.00)	
Less redundancy pay already awarded	0.00
Total basic award	1,614.00

3. Damages for wrongful dismissal

Loss of earnings	2,186.55
Damages period (4.3) x Net weekly pay (508.50)	
Total damages	2,186.55

4. Compensatory award (immediate loss)

Loss of net earnings to 07/02/2022	30,510.00
Number of weeks (60) x Net weekly pay (508.50)	
Plus loss of statutory rights	400.00
Less payment in lieu	0.00
Less Earnings	-8,808.34
Total compensation (immediate loss)	22,101.66

5. Compensatory award (other statutory rights)

Holiday pay 18 days	2,319.30
Total compensation (other statutory rights)	2,319.30

6. Adjustments to total compensatory award

Plus interest (compensation award) @ 8% for 284 days	1,375.75
Compensatory award before adjustments	24,420.96
Total adjustments to the compensatory award	1,375.75
Compensatory award after adjustments	25,796.71

7. Non-financial losses

Injury to feelings	15,000.00
Plus interest @ 8% for 568 days	1,867.40
Total non-financial award	16,867.40

8. Summary totals

Basic award	1,614.00
Wrongful dismissal	2,186.55
Compensation award including statutory rights	25,796.71
Non-financial loss	16,867.40
Total	£46,464.66

Employment Judge Burgher

Dated: 5 May 2022

Note

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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