



# EMPLOYMENT TRIBUNALS

**Claimant**

**Ms Amina Anisiobi**

**v**

**Respondent**

**Temag Pharma Ltd**

**Heard at:** Watford in person

**On:** 13-14 July 2022

**Before:** Employment Judge Bedeau

Members: Mrs J Hancock  
Ms J Fiddler

## **Representation**

**For the Claimant:** In person

**For the Respondents** Did not attend nor represented

## **JUDGMENT**

1. The respondent's response is struck out as it failed to comply with the orders of the tribunal and failed to actively pursue its case.
2. The unfair dismissal claim is well-founded.
3. The claimant's conduct and contribution towards her dismissal is assessed at 20% affecting both the Basic and Compensatory Awards.
4. The respondent is ordered to pay the claimant compensation in the sum of £11,150.41 for having unfairly dismissed her.
5. The Recoupment Provisions do not apply.
6. The claim of direct race discrimination is not well-founded and is dismissed.
7. The unauthorised deductions from wages claim is dismissed upon withdrawal by the claimant.
8. The accrued unpaid holiday pay claim is dismissed upon withdrawal by the claimant.

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Employment Judge Bedeau

**Amended from 15 July 2021 to 12  
September 2022**

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Sent to the parties on:  
20 September 2022

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T Cadman

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For the Secretary to the Tribunals

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. Parties must be aware that if written reasons are requested a detailed judgment will be issued which will be on the Tribunals' website to which members of the public have access.