



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms L Hagele

**Respondent:** Railway Café SOS Limited

**Heard at:** East London Hearing Centre (via CVP)

**On:** 3 October 2022

**Before:** Employment Judge Sharkett

**Members:** Ms A Berry  
Mr P Lowe

**Representation:**

**Claimant:** Ms C Poulson, friend

**Respondent:** No appearance

## JUDGMENT ON REMEDY

Further to the Judgment of 12<sup>th</sup> August 2022 the Tribunal makes the following awards in respect of the claims well founded in that Judgment:-

1. The respondent is ordered to pay a compensatory award of **£4745.44**. This award is made up of 23 weeks' pay at the rate of £187.11 per week from the date of dismissal to the 1<sup>st</sup> March 2022 when the claimant was placed on Maternity Allowance, and 5 weeks at £88.38 per week being the difference between the maternity allowance received and the sum that would have been earned had the claimant not been dismissed and placed on Maternity Allowance until her preferred date 5 weeks later.
2. The respondent is ordered to pay to the claimant the sum of **£348** as payment in lieu of holiday pay accrued but not taken at the date of termination.
3. The respondent is ordered to pay to the claimant the sum of **£748.44** by reason of the respondent's failure to issue a written statement of terms and conditions of employment.
4. The claimant is awarded the sum of **£4250** for injury to feelings arising from the respondent's acts of unlawful discrimination. The respondent is ordered to pay this sum to the claimant.
5. The recoupment provisions apply to this award:

- a. The monetary award is £10,091.88
- b. The amount of the prescribed element is £5093.44
- c. The dates of the prescribed period to which the prescribed element applies is 26<sup>th</sup> September 2021 to 1<sup>st</sup> March 2022
- d. The amount by which the monetary award exceeds the prescribed element is £4998.44

**Employment Judge Sharkett  
Dated: 3 October 2022**