



EMPLOYMENT TRIBUNALS

Claimant: Miss J Brown

Respondents: A Dodd
A Newton
Inn Trade Solutions Ltd

HELD AT: Newcastle CFT

BY: Cloud Video Platform (CVP)

ON: 26 September 2022

BEFORE: Employment Judge Martin

REPRESENTATION:

Claimant: In person
Respondents: No attendance or representation

JUDGMENT

The Judgment is as follows:

1. The claimant's complaint of unlawful deduction from wages is well-founded and the third respondent is ordered to pay the claimant the sum of £98.01.
2. The claimant's complaint of breach of the Working Time Regulations (holiday pay) is well-founded and the third respondent is ordered to pay the claimant the sum of £662.90.
3. The claimant's complaints of automatic unfair dismissal and for unfavourable treatment on the grounds of pregnancy/maternity are also well-founded. The claimant is awarded compensation as follows which the third respondent is ordered to pay:-

Basic Award	£347	
Compensatory award Immediate 2 x £298.00	£596	
Future loss	Nil	

Loss of statutory rights	£350	
Sub total		£1293
Injury to feelings	£13500	
Interest under the Employment Tribunal (Interest on Awards and Discrimination Cases) Regulations @8% from March 2022 – to date.	£600.65	
Sub - total		£15393.65
10% Uplift for failure to follow ACAS Code of Practice under section 207A of Trade Union and Labour Relations Act 1992	£1539.36	
Total award on compensation for automatic unfair dismissal and unfavourable treatment on grounds of pregnancy/maternity		£16,933.01

REASONS

1. Oral reasons were given at the hearing on both liability and remedy. The parties can apply for written reasons within 14 days of the date of this Judgment being sent to the parties.

Employment Judge Martin

Date:14 October 2022

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.