



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs R Iacub

v

Fyre Group Limited

Heard at: London Central (By CVP)

On: 15 November 2022

Before: Employment Judge B Beyzade

Representation

For the Claimant: In person

For the Respondent: Not present or represented

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the tribunal is that:

- 1.1. The respondent's application dated 15 November 2022 to postpone the remedy hearing which is listed to take place today is refused.

- 1.2. In respect of the claim for discrimination because of pregnancy, the claimant is awarded the sum of £38,353.80 comprising £21,353.80 loss of earnings, £15,000 for injury to feelings, and £2000.00 ACAS uplift;
- 1.3. The *Employment Protection (Recoupment of Jobseekers Allowance and Income Support and Universal Credit) Regulations 1996* apply to this award. The prescribed element of the award is £21,353.80 and relates to the period from 03 November 2021 to 08 December 2022. The monetary award exceeds the prescribed element by £17,000.00;
- 1.4. The respondent shall pay to the claimant the sum of £540.00 less all required deductions for tax and National Insurance contributions in respect of the claimant's notice pay;
- 1.5. The respondent shall pay to the claimant the sum of £1512.00 less all required deductions for tax and National Insurance contributions in respect of the claimant's accrued and untaken holiday pay between 23 April 2021 and 03 November 2021.
- 1.6. The respondent shall pay to the claimant the sum of £1020.00 in respect of their failure to provide a statement of initial employment particulars pursuant to sections 38 of the Employment Act 2002 and section 1 of the Employment Rights Act 1996;
- 1.7. the claimant's claims for unfair dismissal and a redundancy payment having been withdrawn by the claimant, are dismissed under Rule 52 of the Rules contained in Schedule 1 of the *Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013*.

Employment Judge B Beyzade

Dated: 15 November 2022

Sent to the parties on:

16/11/2022

For the Tribunal Office

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.

Public access to Employment Tribunal decisions: All judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recoupment Order: As the claimant has been in receipt of Universal Credit, the relevant department will serve a notice on the respondent stating how much is due to be repaid to it. In the meantime, the respondent should only pay to the claimant the amount by which the monetary award exceeds, if any, the prescribed element. The balance, if any, falls to be paid once the respondent has received the notice from the Department for Work and Pensions.