



## EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mrs Hong Ning**

**v EU Hire Ltd ( in Voluntary Creditors  
Liquidation)**

**Heard at:** Southampton

**On:** 27 March 2023

**Before:** Employment Judge Rayner  
Mr L Wakeling  
Mrs M Metcalf

### **Appearances**

**For the Claimant:** in Person

**For the Respondent:** did not attend

## JUDGMENT

### **Declaration of unlawful deduction from wages**

1. The Respondent made an unlawful deduction from the Claimant's wages of £539.77 in respect of pension contributions deducted from the Claimant's wages but not paid into the relevant pension scheme.
2. The Claimant's remaining claims in respect of unlawful deduction from wages are dismissed.

### **Remedy for unlawful deduction from wages**

3. The Respondent will pay the claimant the sum of **£539.77** gross in respect of pension contributions deducted from the Claimant's wages but not paid into the relevant pension scheme.

### **Declaration of Race Discrimination**

4. The Respondent discriminated against the Claimant on grounds of her race by paying her 50 pence an hour less than her comparator.



### Remedy for Race Discrimination

5. The Respondent will pay the Claimant the sum of **£993.75** in respect of discrimination in pay. (37.5 hours per week x £0.50 x 53 week employment).
6. The Respondent will pay the claimant the sum of **£7000.00** by way of an injury to feeling award

### Interest on discrimination award

7. The Claimant is entitled to interest on the discrimination award of **£1120.00** in respect of injury to feeling and **£46.62** in respect of the pay difference. (interest on injury to feeling calculated at 8% PA for 2 years and 1 month, and interest of the pay difference from the mid point between the end of employment and date of hearing at 8%PA.)

### Total Compensation payable

8. The total amount now payable to the claimant the respondent is **£9766.04**

**Employment Judge Rayner**

Date: 27 March 2023

Judgment sent to the parties: 04 April 2023

For the Tribunal

*Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.*