



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Jenna Carter

v

Scammell Groundworks Limited (in Liquidation)

Heard at:

CVP (notionally Norwich Employment Tribunal)

On:

8 December 2022

Before:

Employment Judge Allen

Appearances:

For the Claimant: Claimant - in person

For the Respondent: unrepresented - did not attend

JUDGMENT having been sent to the parties on 6 January 2023 and reasons having been requested in accordance with Rule 62(3) of the Rules of Procedure 2013, the following reasons are provided:

REASONS

Commencement of employment	06/01/2020
Effective date of termination (EDT)	16/06/2021
Period of continuous service	17 months 10 days
Age at effective date of termination (17/7/1985)	36
Remedy hearing date	08/12/2022
Cutoff date for future loss of earnings (commencement of new employment)	28/09/2021
Statutory notice (weeks)	1
Gross weekly pay at EDT (£2,333.33 monthly)	£538.46

Basic award / damages for wrongful dismissal

Notice pay / loss of earnings (1 week) x weekly pay	£538.46
Plus failure by employer to follow statutory procedures at 25%	£134.62
total basic award / damages	£673.24

compensatory award (immediate loss)

loss of earnings: number of weeks (14) x weekly pay	£7,538.44
(Subtract 1 week notice pay notice £538.46)	£6,999.98
plus loss of statutory rights (up to £500)	£250
Total compensation (immediate loss)	£7,249.98

adjustments to total compensatory award Plus failing by employer to follow statutory procedures at 25% (£7249.98 x 25%)	£1,812.50
Compensatory award before adjustments	£7,249.98
Total adjustments to the compensatory award	+£1,812.50
compensatory award after adjustments	£9,062.48

Damages for Discrimination (pregnancy) [fully taxable]	
Injury to feelings (2021 Vento band, lower mid-range) plus interest at 8% for 540 days (EDT to date of hearing) (award x 0.08 x 540 /365)	£9,100
Discrimination award	£10,177.04

summary totals	
Basic award / wrongful dismissal	£673.24
Compensatory award (immediate loss)	£9,062.48
Discrimination	£10,177.04
Total Award	£19,912.76

grossing up at 40% does not apply as the award is under £30,000

Employment Judge Allen

Date: 24 April 2023

Judgment sent to the parties on

2 May 2023

For the Tribunal office