



EMPLOYMENT TRIBUNALS

Claimant

Miss A Pacik

v

Respondent

UK Cleaning Contracts Limited

Heard at: Sheffield (in person)

On: Thursday 23 November 2023

Before: Employment Judge James

Representation

For the Claimant: In person

For the Respondent: Did not appear and was not represented

JUDGMENT ON REMEDY

Judgment having been issued in favour of the claimant on 18 July 2023; and following the hearing of oral evidence from the claimant; and the respondent not having sent a representative; the decision of the tribunal is that the respondent should pay to the claimant the following sums, tax free:

- (1) **£7500 for injury to feelings** for the two pregnancy discrimination claims of failure to carry out a maternity risk assessment and the dismissal. That award is between the middle and upper end of the current lower end of the Vento guidelines.
- (2) The sum of **£540 for loss of wages** between the date of the claimant's dismissal and the date that the claimant would have continued to work had she not been dismissed. This is calculated on the basis of the difference between the total of the wage and Universal Credit payment received by the claimant when she was working (about £600 every 4 weeks) and the Universal Credit payment she received after she was dismissed (about £330 every 4 weeks), the difference being £67.50 per week.
- (3) Interest is payable at 8% on those sums. For the sake of convenience, 8% has been added to the total amount from the date of dismissal. There are 253 days from the date of dismissal to today's date, which has been

divided by 365 and multiplied by 8% to give a figure of 0.055 x £8040 = **£442.20 interest.**

- (4) The claimant is entitled to 2 weeks pay for the **failure to provide written reasons for dismissal - £208.40**. Her weekly wage was £104.20.
- (5) The claimant is awarded four weeks pay for the **failure to provide written particulars of employment - £416.80**.
- (6) The **total award** including interest to the date of this judgment on the Equality Act 2010 claims is **£9107.40**

Employment Judge James
North East Region

Dated 23 November 2023

Notes

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 (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>