



EMPLOYMENT TRIBUNALS

Claimant: Ms E Ahmet
Respondent: Martin James Lyons-Applebee
Heard at: East London Hearing Centre (in public; by video)
On: 16 April 2024
Before: Employment Judge Gordon Walker

Appearances

For the claimant: represented herself, assisted by her cousin Mrs Celebi

For the respondent: represented himself

RULE 21 JUDGMENT

1. On the available material, a determination could properly be made and judgment is therefore issued accordingly.
2. The respondent was permitted to participate in the hearing. He provided documents, gave witness evidence, cross examined the claimant and her witness, and made closing submissions.
3. The Tribunal has jurisdiction to hear the claim of unauthorised deductions from wages pursuant to section 23(4) Employment Rights Act 1996: it was not reasonably practicable for the complaint to be presented before the end of the relevant period and it was presented within a further period that the Tribunal considers reasonable.
4. The claim for unauthorised deductions from wages is well founded and succeeds. The respondent made unauthorised deductions from the claimant's wages in the total sum of £1,162.74.
5. The claimant's compensation for discrimination is assessed as follows:
 - a. Loss of earnings: £1,824
 - b. Injury to feelings: £12,000
 - c. Interest: £599.92.

Case Number: 3201760/2023

6. The respondent must pay to the claimant the total sum of £15,586.66 within 14 days of the date that this judgment is sent to the parties.

Employment Judge Gordon Walker
Dated: 16 April 2024