



# EMPLOYMENT TRIBUNALS

**Claimant:** (1) Ms I Dos Santos Costa  
(2) Mr H Acosta Piamonte  
(3) Ms A Ferreira  
(4) Ms R Gusque  
(5) Ms S Fonnegra Rivera  
(6) Ms S Yaguar Salinas

**Respondent:** DOC Cleaning Ltd

**Heard at:** Central London Employment Tribunal  
**On:** 20 January 2025

**Before:** Employment Judge Keogh, Mrs W Ellis, Ms B Osbourne

## Representation

**Claimant:** Ms I Brown (Pro Bono Counsel)  
**Respondent:** Mr G Williams (Solicitor)

# REMEDY JUDGMENT

A liability judgment was sent to the parties in this matter on 17 October 2024.

The parties having reached agreement, and the respondent also agreeing to provide an apology as follows:

*“The Respondent apologises to the Claimants for the unlawful detriments that they suffered over the period from 2017 to 2023, and the resulting upset and impact of the same.”*

the following judgment is made by consent:

**Ms Dos Santos Costa**

1. The Respondent do pay the First Claimant the sum of **£19,121.36** comprising of:
  - 1.1 £1,121.36 pecuniary loss (subject to deductions for tax and national insurance);
  - 1.2 £18,000 for injury to feelings. The parties are of the view this will be free of tax.

**Mr Acosta Piamonte**

2. The Respondent do pay the Second Claimant the sum of **£19,170.12** comprising of:
  - 2.1 £1,170.12 pecuniary loss (subject to deductions for tax and national insurance);
  - 2.2 £18,000 for injury to feelings. The parties are of the view this will be free of tax.

**Ms Ferreira**

3. The Respondent do pay the Third Claimant the sum of **£14,046.97** comprising of:
  - 3.1 £4,046.97 pecuniary loss (subject to deductions for tax and national insurance);
  - 3.2 £10,000 for injury to feelings. The parties are of the view this will be free of tax.

**Ms Gusque**

4. The Respondent do pay the Fourth Claimant the sum of **£17,046.97** comprising of:

4.1 £4,046.97 pecuniary loss (subject to deductions for tax and national insurance);

4.2 £13,000 for injury to feelings. The parties are of the view this will be free of tax.

**Ms Fonnegra Rivera**

5. The Respondent do pay the Fifth Claimant the sum of **£18,046.97** comprising of:

5.1 £4,046.97 pecuniary loss (subject to deductions for tax and national insurance);

5.2 £14,000 for injury to feelings. The parties are of the view this will be free of tax.

**Ms Yaguar Salinas**

6. The Respondent do pay the Sixth Claimant the sum of **£14,046.97** comprising of:

6.1 £4,046.97 pecuniary loss (subject to deductions for tax and national insurance);

6.2 £10,000 for injury to feelings. The parties are of the view this will be free of tax.

7. The total sum being owed to all six claimants is **£101,479.36**.

8. The Respondent is to pay the sums specified within a period of 28 days following the date of this judgment being sent to the parties.

**Case No: 2213436/2023**

Date 20 January 2025

JUDGMENT & REASONS SENT TO THE PARTIES ON

24 January 2025

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FOR THE TRIBUNAL OFFICE