



EMPLOYMENT TRIBUNALS

Claimant: E Staples

Respondent: P Mercer

Held at: London South (by video)

On: 19 March 2026

Before: Employment Judge Burge

Representation

Claimant: In person

Respondent: In person

REMEDY JUDGMENT

It is the Judgment of the Tribunal that the Respondent shall pay to the Claimant the following sums:

1. A basic award of **£2,184.00**;
2. A compensatory award of **£3,605.98** (including 20% deduction for contributory conduct); and
3. A compensatory award under the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 of **£12,038.50**.

Approved by:
Employment Judge Burge
Date: 19 March 2026

Sent to the parties on:
Date: 26 March 2026

Notes

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request for either written summary reasons or written full reasons 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. If the claimant requests written summary reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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/>