



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss M Reeves

v

The Hannah Corporation Limited

Heard at: BURY ST EDMUNDS

On: 31 August 2017

Before: Employment Judge Laidler

Appearances

For the Claimant: Miss C Fertig, Consultant.

For the Respondent: Response not entered.

JUDGMENT

1. The correct name of the Respondent is 'The Hannah Corporation Limited' and the name of the Respondent is amended accordingly.
2. The reason or principal reason for the Claimant's dismissal was of a prescribed kind within the meaning of s.99 of the Employment Rights Act 1996 namely "pregnancy, child birth or maternity".
3. The dismissal of the Claimant was therefore automatically unfair.
4. The dismissal of the Claimant was also an act of less favourable treatment because of her pregnancy contrary to s.18 of the Equality Act 2010.
5. The Respondent is ordered to pay to the Claimant the total award of £17,811.78 calculated as follows: -

Compensatory award

Losses to date

Loss of earnings from 24 August 2016 the date of her dismissal to the date that would have been the commencement of her maternity leave period 6 April 2017.

31 weeks at £217.85 net per week

£6,753.35

Loss of statutory maternity pay from the 7 April to 17 May 2017.

6 weeks at £207.69 (90% of gross weekly wage of £230.77). £1,246.14

Loss of statutory maternity pay from the 18 May 2017 to the date of this hearing.

15 weeks at £140.98 £2,114.70

Less amounts earned in mitigation £240.05

Losses to date £9,274.14

Future losses

The Claimant will be on maternity leave until 4 January 2018, the end of the maternity leave period and will therefore sustain the following future losses: -

1 September 2017 to 4 January 2018

18 weeks at £140.98 £2,537.64

Total compensatory award £11,811.78

Injury to feelings £6,000.00

TOTAL AWARD £17,811.78

Employment Judge Laidler

Date: 20 September 2017.....

Sent to the parties on:

.....
For the Tribunal Office

Note

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.