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# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Z Kopcanova

**Respondent:** Elfield Drylining Limited

**Heard at:** East London Hearing Centre

**On:** Monday 19 February 2018

**Before:** Employment Judge Prichard

## Representation

**Claimant:** Dr G Burke – counsel – instructed by Pattison & Brewer solrs  
London EC4

**Respondent:** No appearance or representation, no response entered

# JUDGMENT

The judgment of the Tribunal is that:-

1. The payment for accrued holiday pay succeeds. The claimant is awarded £1,647.58.
2. The claim for compensation for failure to provide itemised pay statements under Section 11 of the Employment Rights Act 1996 succeeds. The claimant is awarded £90 - the amount of the deductions.
3. The claim underpayment of wages by way of maternity pay and one day worked, the 6 September succeeds. The claimant is awarded £100 for the day worked and £34.18 for underpayments of statutory maternity pay.
4. The claim for notice pay withheld succeeds. The claimant is awarded £600.
5. The claim under Sections 47C and 49(2)(a)(b) of the Employment Rights Act 1996, for a detriment (for failures to abide by the maternity leave and pay) succeeds. The claimant is awarded a non-pecuniary award of £1,000.

6. **The above figures are all gross. The figures in the judgment are to be paid gross and any liability for tax and national insurance on any of these amounts shall be the claimant's and not the respondent's.**
7. **The respondent is ordered to pay the claimant a total of £3,471.76.**

Employment Judge Prichard

20 February 2018