



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Miss N Taylor

AND

Respondent
5 Solutions Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

SOUTHAMPTON (by video)

ON

23 September 2022

EMPLOYMENT JUDGE GRAY

Representation

For the Claimant:

In person

For the Respondent:

Did not attend and was not represented
(Response not submitted – R21 applies)

JUDGMENT

The judgment of the tribunal is that the Claimant's complaints for accrued but unpaid holiday pay of five days, for unpaid expenses, for unpaid wages and pension contributions for the period 1 May 2021 to 25 May 2021 and for sexual harassment succeed and the Claimant is awarded the following amounts, which the Respondent is ordered to pay to the Claimant:

- 5 days holiday = £519.23 gross
- Expenses = £252.78
- Wages 1 May 2021 to 25 May 2021 = £1,817.31 gross
- Pension contributions at 3% for the same period = £54.52
- £34,234.66 in compensation for discrimination consisting of:
 - £27,400 – injury to feelings

- **£3,840 in loss net earnings (period 26 May 2021 to 21 July 2021)**
- **Interest on those amounts at 8% as follows:**
 - **466 days (from 15/5/21 to 23/9/22) x 0.08 x 1/365 x £27,400 = £2,798.56**
 - **233 days (from midpoint) x 0.08 x 1/365 x £3,840 = £196.10**

Employment Judge Gray
Dated 23 September 2022

Judgment sent to Parties on
29 September 2022 By Mr J McCormick

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.