



EMPLOYMENT TRIBUNALS

Claimant: Miss A Parfitt

Respondent: Intalekt Holdings (Nelson) Limited
(in creditors voluntary liquidation)

Heard at: Manchester

On: 7 December 2020

Before: Employment Judge Porter (sitting alone)

Representation

Claimant: Mr Ellis, consultant

Respondent: Not in attendance

JUDGMENT

The judgment of the Tribunal is that:

1. The claim of unfair dismissal is well-founded.
2. The respondent is ordered to pay to the claimant compensation for unfair dismissal **in the sum of £12,893.00** comprised as follows:
 - a. Basic Award in the sum of £2,493.00; and
 - b. Compensatory award in the sum of £10,400.00
3. The recoupment regulations do not apply.
4. The claim of indirect sex discrimination is well-founded.
5. The respondent is ordered to pay to the claimant compensation **in the additional sum of £20,000.00** for injury to feelings as claimed.
6. The respondent made an unlawful deduction from wages by failing to pay to the claimant wages from 25 September 2018 to the date of termination of employment on 7 December 2018.
7. The respondent is ordered to pay to the claimant **the further additional sum of £1,662.00 gross**, being the amount of wages deducted for that six week period

Employment Judge Porter

Date: 7 December 2020

JUDGMENT SENT TO THE PARTIES ON

9 December 2020

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.

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.



NOTICE

INTEREST ON DISCRIMINATION AND EQUAL PAY AWARDS The Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996

Tribunal case number: **2402200/2019**

Name of case: **Miss A Parfitt** v **Intalekt Holdings (Nelson)
Ltd (In Creditors Voluntary
Liquidation)**

The Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 apply the Employment Tribunals (Interest) Order 1990 so as to provide that sums of money payable as a result of a judgment of an Employment Tribunal under discrimination or equal pay legislation (excluding sums representing costs or expenses), shall carry interest where the sum remains unpaid on a day ("*the calculation day*") which immediately follows the day ("*the relevant judgment day*"), that the document containing the Tribunal's judgment is recorded as having been sent to the parties.

No interest will be payable if the full amount is paid to the complainant within 14 days after the judgment is sent to the parties.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant judgment day. This is known as "*the stipulated rate of interest*" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12* of the Order:-

"the relevant judgment day" is: **9 December 2020**

"the calculation day" is: **10 December 2020**

"the stipulated rate of interest" is: **8%**

For the Tribunal Office

* The Employment Tribunals (Interest) Order 1990 SI 1909/479