



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms Laura Hunter

v

Carnival PLC (Trading as Carnival UK)

Heard at: Southampton

On: 8,9 and 10 November and 3 February 2023

Before: Employment Judge Rayner
Mr R Spry-Shute
Mr Ruddick

Appearances

For the Claimant: In Person

For the Respondent: Mr Bromige of Counsel

JUDGMENT

Declaration

1. The Claimant was unfairly dismissed.
2. The Claimant was automatically unfairly dismissed contrary to section 20(3) and section 10 MAPLE Regulations 1999.

Discrimination

3. The Claimant's claim of discrimination contrary to section 18(2) and 18(4) Equality Act 2020 is dismissed.

Remedy

4. The Respondent will pay to the claimant the sum of **£13,248.52 which is comprised of the following sums and subject to recoupment:**

Loss of earnings from 29 June 2021 – 31 June 2022	£11091.04
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Pension loss from 29 June 2021 until 31 June 2022	£1657.48
Loss of statutory rights	£500.00

5. The recoupment regulations will apply to this award and the following findings are made in that respect:
- The prescribed element of the award is £13,248.52.
 - The prescribed period is from the effective date of termination, 30 June 2021 until the date of Remedy hearing which is 3 February 2023.
 - There is no difference between the prescribed element and the total award.

Employment Judge Rayner

Dated: 6 February 2023

Judgment sent to the parties: 21 February 2023

For the Tribunal

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.