



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Mulla

First Respondent: Enigma Fashiions UK Ltd
Second Respondent: Mr Raj Rajshakha

Heard at: Leicester

On: 13 April 2017

Before: Employment Judge Ahmed

Members: Mrs C A Pattison
Mr R Dunton

Representation

Claimant: Ms E Tegerdine, Solicitor
Respondents: Mr Khunti

JUDGMENT ON REMEDY

The unanimous judgment of the Tribunal is that:

1. The First Respondent is ordered to pay to the Claimant compensation for unfair dismissal of £55,963.58 in accordance with the schedule below.
2. The First Respondent is ordered to pay to the Claimant damages for breach of contract of £4,055.00 (net).
3. The First Respondent is ordered to pay to the Claimant £3,244.00 (net) for failure to provide particulars of employment pursuant to section 38 of the Employment Act 2002.
4. The First and Second Respondents jointly and severally are liable and ordered to pay to the Claimant £15,000.00 (net) as damages for injury to feelings and aggravated damages (being £10,000 in respect of injury to feelings and £5,000 for aggravated damages) plus interest of £1,391.67 (net).
5. The application for costs by the Claimant against the first and second Respondents is listed for a hearing on Wednesday 9 August 2017 at 10.00 am at the Leicester Hearing Centre. Case management orders in respect of the costs hearing are given separately.
6. The Recoupment Regulations do not apply.

SCHEDULE

1. Basic award	£3,087.50
2. Compensatory award	
2.1 Loss of earnings from date of dismissal to date of hearing	£35,110.00
2.2 Future loss of earnings (12 months x £1,451.34)	£17,416.08
2.3 Loss of statutory rights	£350.00
Total compensatory award	£52,876.08
TOTAL AWARD	£55,963.58

Employment Judge Ahmed

Date: 3 May 2017

JUDGMENT SENT TO THE PARTIES ON

23 May 2017

.....
FOR THE TRIBUNAL OFFICE