



EMPLOYMENT TRIBUNALS

Claimant: Miss A Kassim

Respondent: Kamaz Limited

Heard at: North Shields

On: 7 August 2018

Before: Employment Judge S A Shore

REPRESENTATION:

Claimant: In person

Respondent: No appearance

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim of failure to inform and consult on a TUPE transfer fails as it was presented outside the time limit and the Tribunal does not have jurisdiction to hear the claim.
2. The claimant's case of sex discrimination fails because it cannot proceed if the claimant makes out a claim of pregnancy and maternity discrimination.
3. The claimant's claims of pregnancy and maternity discrimination pursuant to section 18 Equality Act 2010 and unfair dismissal succeed.
4. I allow the claimant to amend her claim to include a claim for breach of contract (non-payment of notice pay) and find that the claim succeeds.
5. For unfair dismissal, the respondent will pay the claimant a basic award of £480.00 (4 weeks at £120 per week) and a compensatory award of £3,020.00 (21 weeks at £120 per week plus £500.00 for loss of statutory rights).
6. For pregnancy and maternity discrimination, the respondent will pay the claimant £7,000.00 for injury to feelings.

7. For breach of contract, the respondent shall pay the claimant £480.00 (4 weeks at £120 per week).
8. The total payable by the respondent to the claimant is £10,980.00.

Employment Judge S A Shore

Date 8 August 2018

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