



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Czerwinska

Respondent: Mr A Mohamed (1) Magdalenka Ari Limited (2)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Birmingham

On: 28 August 2019

Employment Judge: Lloyd

Members: Mrs K M Daniels
Mr P A Kennedy

Representation:

For the claimant: In person (with Polish interpreter)

For the respondent: Mr Ari Mohamed, Proprietor

JUDGMENT

The unanimous judgment of the tribunal is;

1. The claimant was dismissed, and her dismissal was unfair, being contrary to s.99 Employment Rights Act 1996; on the grounds of pregnancy, childbirth or maternity.
2. The claimant's dismissal was discriminatory under s.13 and s.18 Equality Act 2010 on the same grounds.
3. The claimant succeeds in her claim of breach of contract (notice pay), and in respect of holiday pay
4. The tribunal awards;
 - a) An unfair dismissal basic award of £873.60
 - b) Notice pay of £499.20
 - c) Holiday pay of £678.88
 - d) An award of loss of statutory rights of £508.00
 - e) Damages for injury to feelings of £3,000.00
5. We therefore award the claimant **total compensation of £5,559.68** for which the respondents (1) and (2) are jointly and severally liable.
6. The recoupment regulations do not apply.

Employment Judge Lloyd
28/08/2019