



EMPLOYMENT TRIBUNALS

Claimant Ms Yulia Khimicheva
Respondent Key Promotions (UK) Ltd

Heard at: Ashford (remote hearing CVP)
On: 26 March 2021

Before Employment Judge Street
 Ms A Williams
 Mr J Matharu

Representation

Claimant: in person
Respondent: Mr S Sells, Company Director

JUDGMENT on REMEDY

Judgment having been given on 27 January 2021 that the Claimant, Ms Khimicheva, was unfairly dismissed and subject to discrimination because of her pregnancy, the Respondent is ordered to pay Ms Khimicheva the sum of £14,820.17 in respect of the unfair dismissal and discrimination.

The basis of the calculation is set out below.

Unfair Dismissal

Loss of statutory rights	£250	250.00	
Breach of ACAS Code	x 25%	62.50	
Total Unfair Dismissal Award			312.50

Discrimination

Injury to feelings		4500.00	
<i>Financial losses to 14/09/20 – figures agreed by parties.</i>			
Loss of earnings	5459.65		
Loss of maternity pay	6496.09		
Total	11,955.74		
Less maternity allowance	5856.48		
Net financial losses		6099.26	
Loss from 15/09/20 and future loss: nil			
<i>Losses thereafter not attributable to dismissal</i>			
Total discrimination award before adjustments		10,599.09	

Adjustments to Discrimination award

before adjustments	10,599.09		
Breach of ACAS Code uplift 25%	2,649.77		
Subtotal		13,248.86	
Interest at statutory rate of 8%		1,258.81	
Total Discrimination Award			14,507.67

Grand Total, discrimination and unfair dismissal 14,820.17

Note: This has been a remote hearing to which the parties have consented. The form of remote hearing was an audio hearing by telephone. A face to face hearing was not held in the interests of justice to avoid delay and in accordance with the overriding objective to minimize expenditure on time and costs.

Employment Judge Street

Dated 26 March 2021

Judgment was given orally. Written reasons will not be provided unless they are asked for within 14 days of the sending of the written record and will be entered on the website if issued.