



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Z Lalji

**Respondent:** Medecho Ltd

**Heard at:** Watford Employment Tribunal  
(Sitting at Aylesbury Crown Court – fully remotely by video)  
(In public)

**On:** 19 July 2021

**Before:** Employment Judge Quill; Mr A Scott; Mr D Wharton

## Appearances

For the Claimant: Mr J Cook, counsel  
For the respondent: Mr E Macfarlane, consultant

## REMEDY JUDGMENT

1. In relation to the complaint of unauthorised deduction from wages, the Respondent is ordered to pay the Claimant the gross sum of £2676.96. If the Respondent is obliged to make any PAYE deductions at source, then this paragraph of the judgment will be satisfied by the Respondent paying the appropriate net amount to the Claimant and the appropriate PAYE sums to HMRC. Otherwise, the gross sum should be paid to the Claimant and the Claimant will be responsible for accounting to HMRC for it.
2. In relation to the basic award for unfair dismissal, the Respondent is ordered to pay the Claimant the sum of £6,601.50.
3. In relation to the compensatory award for unfair dismissal, the Respondent is ordered to pay the Claimant the sum of £500 for loss of statutory rights.
4. For the contraventions of the Equality Act 2010 as per our liability decision, the Respondent is ordered to pay the Claimant the aggregate sum of £108,291.10, which is made up of the following components:
  - 4.1. The financial loss (based on net earnings) up to the termination date is £17363.64
  - 4.2. The financial loss (based on net earnings, and not including pension loss) after the termination date is £29380.36
  - 4.3. The pension loss is £964.23
  - 4.4. The interest on the financial losses (so the aggregate of paragraphs 4.1 to 4.3) is £8281.63.

- 4.5. The sum for injury to feelings is £25,700 (of which we deem, for tax purposes, half to be for injury to feelings connected with the dismissal and half to be for the injury to feelings from contraventions of the Equality Act which were during employment and not connected with the dismissal).
  - 4.6. We award aggravated damages and the sum is £5000
  - 4.7. The interest on the latter two awards (so the aggregate of paragraphs 4.5 to 4.6) is £10644.91
  - 4.8. For grossing up, the Respondent is ordered to pay the agreed sum of £10,956.33.
5. The overall aggregate of the above is therefore £118,069.56.
  6. The recoupment regulations do not apply.

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**Employment Judge Quill**

Date: 17.08.2021

JUDGMENT SENT TO THE PARTIES ON

13/9/2021

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FOR THE TRIBUNAL OFFICE

Notes

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

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