



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms M Kaminska

v

**(1) Mr C Marchesani
(2) Mr J R A Ribeiro
(3) Trans-fast Remittance
(London) Limited**

Heard at: London Central
(By Cloud Video Platform)

On: 24 January 2022

Before: Employment Judge Joffe
Mr A Adolphus
Ms S Went

Representation

For the Claimant: Mr K Harris, counsel

For the Respondent: Mr J Searle, counsel

REMEDIES JUDGMENT

1. The claimant is awarded a basic award for unfair dismissal of £3675, payable by the third respondent.

The following awards are made against all three respondents:

2. For compensation for unlawful discrimination the claimant is awarded:
 - a) An award for injury to feelings for unlawful discrimination of £12,000
 - b) For loss of earnings and loss of statutory rights: £24,498.02
 - c) 25% uplift for failure to follow ACAS Code of Practice: £10,043.26
3. For interest on the compensation for unlawful discrimination, the claimant is awarded:
 - a) £1891.32 interest on the injury to feelings award
 - b) £2981.92 interest on the financial compensation.
4. To take account of tax on the parts of the award which are taxable, the following sum: £6272.38
5. The claimant is awarded a total sum under all of the above heads of £61,361.90.
6. By agreement the first and third respondents will pay the claimant the sum of £3500 in costs.

Notes:

- 1) Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

Employment Judge Joffe
24/01/2022

JUDGMENT SENT TO THE PARTIES ON
25/01/2022..

FOR THE TRIBUNAL OFFICE