



# EMPLOYMENT TRIBUNALS

**Claimant**  
**Ms M A Nikolaou**

**v**

**Respondent**  
**Bhatia Brothers FZE**

Heard at: Central London Employment Tribunal

On: 11 May 2022

Before: Employment Judge Norris, sitting alone (via CVP)

Representation:

Claimant – Ms H Kendrick, Trainee Solicitor

Respondent – Did not appear and was not represented

## JUDGMENT

1. The Claimant was an employee of the Respondent.
2. The Claimant was unfairly dismissed by the Respondent for asserting a statutory right, contrary to section 104(4)(a) Employment Rights Act 1996.
3. The Claimant was dismissed in breach of contract.

## REMEDY

The Respondent is ordered to pay the Claimant the total sum of £14,318.26, being:

- a. £5,879.24 for unfair dismissal;
- b. £2,500.00 for age-related harassment;
- c. £1,462.81 for breach of contract/notice pay;
- d. £1,110.96 for accrued but untaken holiday;
- e. £3,151.00 for wages between 16 February and 24 April 2020; and
- f. £214.25 interest on (b) above.

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Employment Judge Norris

Date: 11 May 2022

JUDGMENT SENT TO THE PARTIES ON

12/05/2022

FOR THE TRIBUNAL OFFICE

Note: *Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from any party within 14 days of the sending of this record of the decision.*