



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs E Preteni Shala

**Respondent:** Mr Rashid Khan t/a Rashid and Rashid Law Firm

**Heard at:** London South Tribunal

**On:** 7<sup>th</sup> to 11<sup>th</sup> February 2022, 10<sup>th</sup> and 11<sup>th</sup> May 2022 and 26<sup>th</sup> August 2022

**By:** Hybrid (face-to-face and CVP save on 26/08/22 fully CVP)

**Before:** Employment Judge Clarke  
Mrs J Jerram  
Mr W Dixon

**Representation:**

Claimant: In Person

Respondent: Mr M Sahu (Counsel)

## JUDGMENT

- (1) By consent, the name of the Respondent is amended to Mr Rashid Khan t/a Rashid and Rashid Law Firm.
- (2) The claim for holiday pay is dismissed on withdrawal.
- (3) The complaint that the Respondent made an unlawful deduction from the Claimant's wages pursuant to section 13(1) of the Employment Rights Act by failing to pay her the national minimum wage pursuant to the National Minimum Wage Act 1998 and the National Minimum Wage Regulations 2015 is well founded. This means that her claim succeeds.
- (4) The Respondent is ordered to pay to the Claimant the sum of **£5,381.55 gross** in respect of the Claimant's claim for unlawful deduction from wages.
- (5) The complaint of pregnancy discrimination is well-founded. This means that the Claimant was discriminated against by the Respondent because of her pregnancy.



- (6) The Respondent is ordered to pay the Claimant damages for pregnancy discrimination assessed at **£20,000.00**.
- (7) The Respondent is also ordered to pay the Claimant interest on the pregnancy discrimination damages in the total sum of **£6,606.03**.

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Employment Judge Clarke  
Date: 26 August 2022

Sent to the parties on  
Date: 9 September 2022