



EMPLOYMENT TRIBUNALS

Claimant: Kamila Dent

Respondent: Mohammad Afzal Shaheen t/a Global Link Associates

Heard at: Columbus House, Newport
On: 20 December 2022

Before: Employment Judge S Moore
Mr R Mead
Mrs J Beard

Representation
Claimant: Ms Vandenberg, Counsel
Respondent: Did not attend

JUDGMENT

1. The claimant was unfairly dismissed for asserting a statutory right contrary to S104 Employment Rights Act 1996.
2. The claimant was subjected to unlawful discrimination contrary to S18 Equality Act 2010 because of her pregnancy and because she exercised her right to ordinary maternity leave.
3. The respondent is ordered to pay the claimant the following:
 - a. A basic award of £275.92 under S112 (4) Employment Rights Act 1996;
 - b. The sum of £551.84 under S38 Employment Act 2002;
 - c. Under S124 Equality Act 2010:
 - i. Compensation for loss of earnings in the sum of £6468.02;
 - ii. Compensation for loss of pension in the sum of £122.40;
 - iii. Loss of statutory rights in the sum of £350.00;
 - iv. Injury to feelings in the sum of £17,500 and interest in the sum of £1330.94.

The total award made to the claimant, payable by the respondent is £26,599.12.

Employment Judge S Moore

Date: 29 December 2022

JUDGMENT SENT TO THE PARTIES ON 4 January 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or 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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