



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Ms Rehana Khan

**Cover Up Clothing Limited
(In Liquidation)**

Heard at: London Central Employment Tribunal

On: 24, 25 July 2023

**Before: EJ Webster
Ms Keating
Ms Marsters**

Appearances

For the Claimant:

In person

For the Respondent:

Did not attend

JUDGMENT

1. The Claimant's claim for constructive unfair dismissal is upheld.
2. The Claimant's claim for automatically unfair dismissal pursuant to s103A ERA is upheld.
3. The Claimant's claim for detriment pursuant to s47B ERA is upheld.
4. The Claimant is awarded the following sums:

Basic award (£538 x 15)	<u>£8,070</u>
Compensatory award	
a) Notice pay (12 x £484.89)	<u>£5,818.68</u>
b) Loss of earnings between 12 April 2021 and 1 September 2022 (£34,912.08 - £21,221.45)	<u>£13,690.63</u>
Injury to feelings award	<u>£3,000</u>

Total payable **£30,579.31**

Employment Judge Webster

Date: 25 July 2023

JUDGMENT and SUMMARY SENT to the PARTIES ON
..25/07/2023

FOR THE TRIBUNAL OFFICE