



EMPLOYMENT TRIBUNALS

Claimant: Ms L Kifle
Respondent: IKEA Ltd
Heard at: Watford Employment Tribunal (In Public; In Person)
On: 15, 16, 17, 18 April 2024
Before: Employment Judge Quill; Mr D Bean; Mr W Sykes

Appearances

For the Claimant: Mr E Komeng, lay representative

For the respondent: Mr A Pincott, counsel

LIABILITY JUDGMENT

1. The claim of unfair dismissal is well-founded
 - 1.1. The Polkey reduction is zero.
 - 1.2. A reduction of 15% would be made to each of the basic award and compensatory award, under sections 122(2) and 123(6) of the Employment Rights Act 1996 respectively
2. The Claimant was dismissed in breach of contract and is entitled to damages for failure to give notice.
3. The race discrimination complaints set out at paragraphs 4.1.1 and 4.1.3 are out of time and time is not extended. Therefore, they were outside the Tribunal's jurisdiction.
4. All of the other race discrimination complaints (the list of issues 4.1.2 and 4.1.4 and 4.1.5) and all the sex discrimination complaints (the list of issues 5.1.1 and 5.1.2) fail on the merits and are dismissed.

REMEDY JUDGMENT

5. By consent, it is ordered that, by no later than 9 May 2024 the Respondent pay the Claimant a sum which will leave her with £35,000 after tax and any PAYE deductions.

Employment Judge Quill

Date: 18 April 2024

JUDGMENT SENT TO THE PARTIES ON
22 May 2024

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FOR THE TRIBUNAL OFFICE

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