



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss T Makawa

**First Respondent:** Transform Healthcare Limited

**Second Respondent:** Dr Sayani Sainudeen

**Third Respondent:** Lee Rycroft

**Fourth Respondent:** Jane Dawson

**Fifth Respondent:** Zoe Levick

**Heard at:** Birmingham Employment Tribunal

**On:** 27 June 2024

**Before:** Employment Judge Childe

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr Wood (Counsel)

# PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant's application for interim relief, pursuant to section 129 Employment Rights Act 1996, succeeds.
2. The respondent stated at the hearing that they are unwilling either to reinstate or re-engage the claimant.
3. The tribunal therefore makes an order for the continuation of the claimant's contract of employment.
4. The claimant's contract of employment continues in force:
  - a. for the purposes of pay or any other benefit derived from the employment, seniority, pension rights and other similar matters; and
  - b. for the purposes of determining for any purpose the period for which the employee has been continuously employedfrom the date of its termination until the determination or settlement of the complaint.
5. By agreement, the respondent shall pay £2,166.67 gross per month to the claimant by way of pay. This payment shall be made each month, on the last working day of the month.
6. The £4,000 gross payment, made to the claimant on 28 June 2024, under her contract of employment as payment in lieu of notice, goes towards discharging the respondent's liability under paragraph 5 above.

**Employment Judge Childe  
27 June 2024**

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.