



EMPLOYMENT TRIBUNALS

Claimant: Ms S Kauser

Respondent: Inaaya Solicitors Limited

HELD AT: Manchester Employment
Tribunal, Alexandra House

ON: 3 September and 11
October 2024

BEFORE: Employment Judge Ficklin
Ms E Cadbury
Mr D Wilson

REPRESENTATION:

Claimant: In person

Respondents: Mr Munro, solicitor

REMEDY JUDGMENT

1. The claimant's remedy for unfair dismissal is the sum of **£10,320.28**, made up of the following:
 - 1.1. A basic award of £1269.45, minus redundancy pay of £797.71, leaving **£474.74** in gross pay for the basic award.
 - 1.2. A compensatory award of 43 weeks' pay of £7798.05, £30 expenses, and £500 for loss of statutory protection, coming to £8328.05.
 - 1.2.1. 10% uplift on the compensatory award for the respondent's failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures, bringing the total to **£9,160.86**.
 - 1.3. Interest of **£684.68**.
2. The claimant's remedy for discrimination, detriment, failure to make reasonable adjustments and less-favourable treatment for being disabled and a part-time worker is the sum of **£28,446.44**, made up of the following:
 - 2.1. £22,500 for hurt, distress and humiliation.

2.1.1. 10% uplift for the respondent's failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures, bringing the total to **£24,750**.

2.2. Interest of **£3,696.44**.

3. The claimant's remedy for the respondent's failure to provide written particulars of employment under s. 38 of the Employment Act 2002 is two weeks' salary, **£362.70**.
4. This comes to £39,129.42. Grossing up £9,129.42 at 20% makes £11,411.78.
5. The total award that the respondent must pay the claimant is **£41,411.78**.

Employment Judge Ficklin
22 October 2024

SENT TO THE PARTIES ON
25 October 2024

FOR THE TRIBUNAL OFFICE

Notes:

(1) Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date on which this judgment is sent to the parties. If written reasons are provided, they will be entered onto the tribunal's online register, which is visible to internet searches.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2404170/2023**

Name of case: **Mrs S Kauser** v **Inaaya Solicitors Limited**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 25 October 2024

the calculation day in this case is: 26 October 2024

the stipulated rate of interest is: **8% per annum**.

Mr S Artingstall
For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:
www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.