



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Miss Paula Miluska

Respondents: (1) Mr. Rahman Hussain
(2) Mr. Ammar Kabir
(5) Roman Property Group Limited

SITTING AT: Birmingham (Midlands West)

ON: 12 September 2024

BEFORE: Employment Judge G Smart
Miss S Fritz
Mr. P Tsouvallaris

REMEDY JUDGMENT OF THE EMPLOYMENT TRIBUNAL

On hearing for the Claimant in person and no attendance by any of the Respondents:

Payable by the Fifth Respondent only

1. The Fifth Respondent is ordered to pay the following to the Claimant, which is payable by the First Respondent only:
 - 1.1. For Unfair dismissal – No award because that would amount to double recovery.
 - 1.2. For breach of contract – No award because that would amount to double recovery.
 - 1.3. For unlawful deduction of wages – No award because that would amount to double recovery.
 - 1.4. For failure to provide a statement of terms and conditions of employment under section 1 Employment Rights Act 1996: **£1246.16**
 - 1.5. For failure to provide a statement of written reasons for dismissal under section 93 (2) (b) Employment Rights Act 1996: **£623.08**
 - 1.6. For failure to provide itemised pay statements under section 12

Employment Rights Act 1996: **£2504.22**

1.7. **TOTAL: £5466.83** after grossing up. No other Respondent is liable to pay this amount as part of the total judgment.

Liability of Fifth and First Respondents together

2. The Fifth Respondent and First Respondent Mr. Hussain acting as both director and agent for the Fifth Respondent are jointly and severally ordered to pay the following to the Claimant:

2.1. Compensation for discrimination including the following items:

- 2.1.1. Past and future losses;
- 2.1.2. Injury to feelings £20,000
- 2.1.3. Aggravated damages £5,000
- 2.1.4. Interest
- 2.1.5. 25% ACAS uplift
- 2.1.6. and Grossing up

TOTAL: £88,149.91 payable by either the Fifth or First Respondent or jointly as part of the total judgment.

Liability of the Fifth, First and Second Respondents together

3. The Fifth, First and Second Respondent - Mr. Kabir are jointly and severally ordered to pay the following to the Claimant:

3.1. Compensation for discrimination including the following items:

- 3.1.1. Past and future losses;
- 3.1.2. Injury to feelings £20,000
- 3.1.3. Aggravated damages £5,000
- 3.1.4. Interest
- 3.1.5. and Grossing up

TOTAL: £70,171.77 payable by either the Second or Fifth or First Respondent or Jointly by all three as part of the total judgment.

Individual liabilities to the Claimant

4. The Fifth Respondent's total liability is **£93,616.74**

5. The First Respondent's total personal liability is **£88,149.91**

6. The Second respondent's total personal liability is **£70,171.77**

Total judgment for the Claimant

7. Total compensation payable to the Claimant by any combination of the above Respondents must not exceed **£93,616.74.**

Case Number: 1303745/2023

EMPLOYMENT JUDGE SMART
6 November 2024