



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Malvi Shah

**Respondent:** Colney Hatch Lane Surgery

**Heard at:** Watford (by CVP)

**On:** 9 & 10 June 2025

**Before:** Employment Judge Elliott

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr Lanre Fakunle (solicitor)

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The following complaints are well-founded, the respondent having accepted liability:
  - a. breach of contract in relation to notice pay;
  - b. unauthorised deductions from wages; and
  - c. holiday pay.

No remedy is due, the respondent having made payment of the figure specified by the claimant on 24 March 2025.

2. The complaint of pregnancy and maternity discrimination (Equality Act 2010 section 18) is not well-founded and is dismissed.

**Approved by:**  
**Employment Judge Elliott**  
**10 June 2025**

Judgment sent to the parties on:

16 July 2025

For the Tribunal:

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**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.

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