



EMPLOYMENT TRIBUNALS

Claimant: Miss A Timbreza
Respondent: Ms L Kathirkamathamby

Heard at: Watford
On: 14 July 2025

Before: Employment Judge Dick
Ms N Duncan
Mrs L Thompson

Representation

Claimant: Mr M Akram (counsel)
Respondent: Mr S Hawes (FRU Volunteer)

JUDGMENT ON REMEDY

The unanimous judgment of the Tribunal is:

1. The respondent shall pay the claimant £ 16,129 for pregnancy discrimination, being the sum of the following:
 - a. £ 1,451.51 for past financial losses.
 - b. £ 152.69 in interest on award for past financial losses.
 - c. £ 12,000 for injury to feelings.
 - d. £ 2,524.80 in interest on award for injury to feelings.
2. The respondent shall pay the claimant £ 3565.55 for failing to pay accrued holiday pay, being the sum of:
 - a. £ 1,904 accrued holiday pay.
 - b. £ 261.55 as an interest-like award following *Main v SpaDental Ltd* [2024] EAT 200.
 - c. £ 1,400 for failing to provide particulars of employment.
3. The respondent's application for reconsideration of the amounts set out at 1(c) and (d) above is refused.
4. Payment must be made by 14 September 2025. Any application to extend this period may be dealt with on the papers by Employment Judge Dick alone (i.e. without Ms Duncan and Mrs Thompson).

Approved by:

Employment Judge Dick

20 July 2025

JUDGMENT SENT TO THE PARTIES
ON

27 August 2025

FOR THE TRIBUNAL OFFICE

Notes

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/