



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Verkajika

**Respondent:** Lillywhite Dental Practice (Dr R Patel and Dr K Patel in partnership)

**Heard at:** London South Employment Tribunal

**On:** 29 November, 30 November & 1 December 2021

**Before:** Employment Judge Ferguson

**Members:** Ms A Boyce  
Ms Y Batchelor

## Representation

**Claimant:** In person

**Respondent:** Mr J Platts-Mills (counsel)

# JUDGMENT

## It is the unanimous judgment of the Tribunal that:

1. The complaint of automatic unfair dismissal (s.99 of the Employment Rights Act 1996) fails and is dismissed.
2. The complaint of pregnancy discrimination (s.18 of the Equality Act 2010) fails and is dismissed.
3. The complaint of wrongful dismissal succeeds and the Claimant is awarded one week's notice pay in the sum of £240 net.
4. The award for wrongful dismissal is increased by 25% because of the Respondent's failure to comply with the ACAS Code of Practice on disciplinary and grievance procedures. The uplifted award is £300.
5. The award is also increased by £480, being two weeks' pay, pursuant to

s.38 of the Employment Act 2002 (failure to give a written statement of initial employment particulars).

6. The Respondent must pay the Claimant the total sum of £780.

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Employment Judge Ferguson

Date: 1 December 2021

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

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