



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Chun Luk

**Respondents:** (1) Jhoots Medipharma Limited  
(2) Mr Mohammed Naheem  
(3) Ms Mahera Kola

**Heard at:** Manchester Employment Tribunal

**On:** 11 December 2024

**Before:** Employment Judge G Tobin

## **Attendance/representation**

**Claimant:** Mr F Mortin (counsel)  
**Respondent:** not present or represented

# JUDGMENT

UPON HEARING the claimant and considering his witness statement dated 27 November 2024 and the bundle of documents provided, THERE BEING NO RESPONSES having been presented from any of the three respondents herein, pursuant to Rule 21 of the Employment Tribunals Rules of Procedure, Schedule 1 of the Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013, JUDGMENT IS GIVEN as follows.

The second respondent (Mr Mohammed Naheem) is dismissed from these proceedings.

The third respondent (Ms Mahera Kola) harassed the claimant on the grounds of his race, in breach of s26 Equality Act 2010, on 5 July 2023 in respect of two comments made via WhatsApp. The first respondent is liable for the racial harassment of the third respondent.

The first respondent's employee, Ms Fatima Patel, victimised the claimant by removing him from the WhatsApp group following his complaint of race discrimination.

The first and third respondents are ordered to pay the claimant compensation awarded for injury to feeling in the total amount of £7,000 (seven thousand pounds). The claimant is not entitled to double recovery. The first respondent is liable for the total

compensation. The third respondent is jointly and severally liable for up to £5,000 of the total compensation.

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Employment Judge Tobin

11 December 2024

JUDGMENT SENT TO THE PARTIES ON

17 December 2024

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2413144/2023**

Name of case: **Mr C H Luk** v **1. Jhoots Medipharma Ltd**  
**2. Mohammed Naheem**  
**3. Mahera Kola**

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: 17 December 2024

**the calculation day** in this case is: 18 December 2024

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

For the Employment Tribunal Office