

Dorota Kaminska v MHM Trading UK Ltd.

Pregnancy discrimination case which settled in the tribunal on 21 March 2017

Summary

The Claimant a Polish national, worked as a kitchen assistant for the Respondent 30 hours per week since June 2014.

The Claimant became pregnant in 2015 . She took a period of pregnancy related sickness absence between November 2015 and January 2016 when she was due to begin her maternity leave. However, she alleged that she did not receive her maternity pay and in June 2016 she received her P45 notice of termination stating that her effective date of termination was January 2016.

The company contended that she was a temporary worker but HMRC issued a notice to the company indicating that they were responsible for her maternity pay.

The Respondent paid the Claimant £5000 in instalments and apologised to her. They agreed to liaise with the Commission in respect of developing policies, practices and procedures in relation to pregnancy or maternity leave and to ensure that staff are trained in same.