



## EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Ladbrook

**Respondent:** Wales Community Rehabilitation Company

**Before:** Employment Judge W Beard  
**Members:** Mr D OSullivan  
 Mr L Mapley

**Representation:** Parties Agreed Written Calculations

## JUDGMENT

**The unanimous judgment of the tribunal is that:**

The respondent is ordered to pay to the claimant compensation in the sum of £84,221.25 as agreed by the parties and calculated in accordance with the figures and principles set out the tribunal judgement of 5 October 2017 and as set out in the schedule below:

Net weekly basic pay:	£284.74 (based on annual gross salary of £17,234)
Employer pension contribution:	£219.63 per month
Claimant's date of birth:	1 November 1950
Period of service:	From 10 February 2003 to 8 April 2016
Date of hearing:	8 May 2017

<b>Salary</b>		
<b>Payslip date</b>	<b>Salary received</b>	<b>Loss suffered</b>
30.06.2015	£975.93	£257.93 (£1,233.86 - £975.93)
31.07.2015	£697.57	£536.29 (£1,233.86 - £697.57)
31.08.2015	£697.57	£536.29 (£1,233.86 - £697.57)
30.09.2015	£697.57	£536.29 (£1,233.86 - £697.57)
31.10.2015	£697.57	£536.29 (£1,233.86 - £697.57)

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30.11.2015	£697.77	£536.09 (£1,233.86 - £697.77)
31.12.2015	£298.16	£935.70 (£1,233.86 - £298.16)
31.01.2016	£1,827.40	- £593.54 (£1,233.86 - £1,827.40)
29.02.2016	£158.30	£1,075.56 (£1,233.86 - £158.30)
31.03.2016	£132.50	£1,101.36 (£1,233.86 - £132.50)
<b>SUB TOTAL SALARY LOSSES</b>		<b>£5,458.26</b>

<b>Pension – employer monthly contribution = £219.63</b>		
<b>Payslip date</b>	<b>Pension contributed</b>	<b>Loss suffered</b>
30.06.2015	£160.76	£58.87 (£219.63 - £160.76)
31.07.2015	£100.58	£119.05 (£219.63 – £100.58)
31.08.2015	£100.58	£119.05 (£219.63 – £100.58)
30.09.2015	£100.58	£119.05 (£219.63 – £100.58)
31.10.2015	£100.58	£119.05 (£219.63 – £100.58)
30.11.2015	£100.58	£119.05 (£219.63 – £100.58)
31.12.2015	£25.96	£193.67 (£219.63 - £25.96)
31.01.2016	£0.00	£219.63
29.02.2016	£0.00	£219.63
31.03.2016	£0.00	£219.63
<b>SUB TOTAL PENSION LOSSES</b>		<b>£1,506.68</b>

Loss of basic salary from date of resignation to date of tribunal (56 weeks) x £284.74	£15,945.44	
Loss of pension benefit to date of tribunal: (£50.68 x 56)	£2,838.08	
<b>Total losses to date of tribunal:</b>		<b>£18,783.52</b>
<b>Future loss</b>		
Future loss of earnings (52 weeks at £284.74)	£14,806.48	
Future loss of pension contributions (52 weeks at £50.68)	£2,635.36	
<b>Future losses:</b>		<b>£17,441.84</b>
<b>SUB TOTAL:</b>		<b>£36,225.36</b>

<b>Injuries to Feelings</b>	£20,000.00	
<b>Personal Injury</b>	£10,000	
<b>SUB TOTAL</b>		<b>£30,000</b>

<b>Losses to date of Tribunal Hearing</b>	£6,964.94	
<b>Compensatory award:</b>	£36,225.36	
<b>Non-Pecuniary losses:</b>	£30,000	
(i) Interest on injury to feelings at 8% from date of discrimination claimed to date of ET hearing	£5,790.68	
(ii) Interest on compensatory award (mid point between date of	£5,240.27	

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discrimination and date of ET hearing (8%)		
(Earliest) date of discrimination: 25 September 2013		
<b>TOTAL</b>		<b>£84,221.25</b>

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Employment Judge Beard  
Dated: 22 November 2017

Order sent to Parties on  
22 November 2017

For the Tribunal office