



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondent

Miss V Charalambous

v

Haringey Citizens Advice Bureau

Heard at: Watford

On: 19 January 2018

**Before:** Employment Judge Manley  
Mrs I Sood  
Mr A Scott

## Appearances

**For the Claimant:** In person with the assistance of Mr Misciali, friend

**For the Respondent:** Mr Peter Maratos, consultant

## REMEDY JUDGMENT

1. The claimant is awarded an agreed sum of £15,000 for injury to feelings. Interest of 8% in the sum of £1623 is added making the total award payable by the respondent **£16,623** (sixteen thousand, six hundred and twenty-three pounds).
2. The claimant is also awarded the agreed sum of **£6706** (six thousand, seven hundred and six pounds)(14 x £479) for the basic award for unfair dismissal.
3. The claimant is also awarded the sum of **£500** for loss of statutory rights.
4. Outstanding matters of remedy are now postponed to **Tuesday 3 April 2018** at 10am at Watford Employment Tribunal listed before the same tribunal for one day. It is recorded that the parties have agreed the sum for net weekly earnings with the respondent at the point of dismissal was £383.

## ORDERS

### Made pursuant to the Employment Tribunal Rules 2013

1. The respondent will send a written outline of its submissions on whether the ACAS Code of Practice on Disciplinary and Grievance

Procedures 2015 applied to this dismissal. If its case is that it did not apply, it should state why it did not. If it accepts it did apply, it should state what, if any, uplift is appropriate. This must be sent to the claimant and the tribunal by **23 February 2018**.

- 2. The respondent should also state what its calculation for pension loss is, with an explanation for that calculation, and send that to the claimant and the tribunal by **9 March 2018**.
- 3. The respondent will state whether it agrees with the claimant that contribution based ESA should not be deducted from an award of damages for loss of earnings for discrimination and send that to the claimant and the tribunal by **9 March 2018**.
- 4. Any extra documents, including any further medical evidence to be sent to the other party by **23 March 2018**. They will also be contained within a bundle for the next hearing.

**CONSEQUENCES OF NON-COMPLIANCE**

- 1. Failure to comply with an order for disclosure may result on summary conviction in a fine of up to £1,000 being imposed upon a person in default under s.7(4) of the Employment Tribunals Act 1996.
- 2. The Tribunal may also make a further order (an “unless order”) providing that unless it is complied with, the claim or, as the case may be, the response shall be struck out on the date of non-compliance without further consideration of the proceedings or the need to give notice or hold a preliminary hearing or a hearing.
- 3. An order may be varied or revoked upon application by a person affected by the order or by a judge on his/her own initiative.

Dated: 19 January 2018

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Employment Judge Manley

Sent to the parties on:  
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.....  
For the Secretary to the Tribunals

Note

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.