



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Whiting  
**Respondent:** JRI Orthopaedics Limited

**Heard at:** Leeds                      **On:** 18<sup>th</sup> December 2017  
**Before:** Employment Judge Lancaster

**Representation**

**Claimant:** Mr R Quickfall, counsel  
**Respondent:** Mr M Warren-Jones, solicitor EEF Ltd

## JUDGMENT AT A REMEDY HEARING

1. The Respondent is ordered to pay to the Claimant a compensatory award for unfair dismissal in the sum of £57,046.33
2. The Recoupment provisions apply as follows:

Total award	£57,046.33
Prescribed period	13 <sup>th</sup> January to 18 <sup>th</sup> December 2017
Prescribed element	£23,787.19
Balance	£33,259.14
3. As this judgement does not account for any “grossing up” of the award in excess of £30,000 which will be liable to tax there is liberty to apply for reconsideration if necessary to increase the amount appropriately, but in any event by not more than £3,938.67 so as to bring it up to the statutory cap of £60,985.00

EMPLOYMENT JUDGE LANCASTER

DATE 18<sup>th</sup> December 2017