



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss V Charalambous

v

Haringey Citizens Advice Bureau

Heard at: Watford

On: 6 to 9 November 2017

Before: Employment Judge Manley
Mr A Scott
Mrs I Sood

Appearances:

For the Claimant: In person with the assistance of Mr Misciali, friend
For the Respondent: Mr Peter Maratos, consultant

SECOND AND FINAL REMEDY JUDGMENT

1. A previous judgment sent to the parties on 7 February 2018 made awards for injury to feelings, basic award and loss of statutory rights.
2. The claimant is also now awarded the sum of £16,249.20 for loss of earnings. Interest of 8% from the mid-point between the discrimination and this remedy hearing in the sum of £1012.50 is added making the total award payable by the respondent **£17,261.70** (seventeen thousand two hundred and sixty-one pounds and 70 pence). The schedule below explains the calculation.
3. No uplift is applied for any unreasonable failure to follow the ACAS Code of Practice on Disciplinary Procedures.

Schedule

Loss of earnings from 12 December 2016 to 29 May 2018 @ 24 hours per week

Net weekly pay (£320 (383 for 28.8 hours) x 77 weeks £24,640.00

Less ESA received (18 weeks @ £88.58 = £1599.30
 42 weeks @ £125.55 = £5273.10
 9 weeks @ £109.65 = £986.85
 8 weeks @ £110.75 = £886)

Total ESA = £8745.25

Net loss before pension

£15,894.75

Plus pension loss	
1% of £417 gross per week (£4.17 x 69)	£287.73
2% of £417 gross per week (£8.34 x 8)	£66.72
Total pension	£354.45
Total loss	£16,249.92
Plus interest at a weekly rate of £25 (16,429.20 x 8% = £1299.93 pa divided by 52 = £24.98 rounded up to £25) x 40.5 weeks (mid-point of 81 weeks from dismissal to assessment date)	£1012.50
Total payable	£17,261.70

Employment Judge Manley

Date: 5 April 2018

Judgment sent to the parties on

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For the Tribunal office

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