



EMPLOYMENT TRIBUNALS

Claimant: Mr P Duffy

Respondent: University Hospitals Morecambe Bay NHS Foundation Trust

Heard at: Manchester

On: 27 July 2018

Before: Employment Judge Franey
Mrs F Crane
Mr C S Williams

REPRESENTATION:

Claimant: Mr P Gorasia, Counsel

Respondent: Mr B Williams, Counsel

REMEDY JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The respondent is ordered to pay to the claimant the gross sum of **£12,950.00** unlawfully deducted from his pay.
2. The respondent is ordered to pay the claimant the following in respect of his unfair dismissal:
 - (a) a basic award of **£10,298.50**, and
 - (b) a compensatory award of **£78,962.00**
3. The recoupment regulations do not apply.
4. Any issues as to costs will be determined at a costs hearing on **Friday 9 November 2018** with a time estimate of one day. Any response by the claimant to the costs application already made by the respondent should be provided to the Tribunal and to the respondent by 4pm on **Friday 7 September 2018**.

5. Written reasons for this judgment were requested at the hearing and will be supplied in due course.

Employment Judge Franey

27 July 2018

REMEDY JUDGMENT SENT TO THE PARTIES ON

31 July 2018

FOR THE TRIBUNAL OFFICE

NOTICE**THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990**

Tribunal case number(s): 2404382/2016

Name of Mr P Duffy v University Hospitals
case(s): Morecambe Bay NHS
Foundation Trust

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 31 July 2018

"the calculation day" is: **01 August 2018**

"the stipulated rate of interest" is: 8%

MRS L WHITE
For the Employment Tribunal Office

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.