



EMPLOYMENT TRIBUNALS

Claimant: Mr P Craven

Respondent: Kelkay Limited

Heard at: Leeds

On: 5 September 2018

Before: Employment Judge D N Jones
Mrs L J Anderson-Coe
Mr S Carter

REPRESENTATION:

Claimant: Ms M Batten, Solicitor

Respondent: Miss S Firth, Counsel

JUDGMENT on REMEDY

Upon the respondent undertaking to indemnify the claimant in respect of any tax liability arising from the award of compensation set out below, the Tribunal holds, unanimously, that:

1. The respondent shall pay to the claimant the sum of **£40,643.22** in compensation in respect of the unlawful discrimination. The said sum is comprised as follows:

- (1) Injury to feelings of **£10,000** of which £1,500 represents aggravated damages.
- (2) Loss of earnings of **£28,361.58**; from 6 June 2017 to 3 September 2018, being 62 weeks at £363.61, being a past loss of £22,543.82 and future losses for 16 weeks at £363.61, being £5,817.76.
- (3) Interest on injury to feelings at the rate of 8% from 16 June 2017 to 3 September 2018, which equates to £66.66 per month for 14½ months, being **£967**.
- (4) Pension loss of 2.96 per week x 62 weeks, being **£183.52** for past pension loss, and £2.96 for 16 weeks being **£47.36** for future pension loss.

- (5) Interest on past losses of **£1,083.76**, being £22,543.82 (loss of earnings) and £183.52 (loss of pension), being £22,727.34 at £17.48 per week for 62 weeks, being a total of £1,083.91. That is calculated at 4% per annum, being the equivalent of taking 8% from the mid-point.

Employment Judge D N Jones

Date 13 September 2018

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.

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