



EMPLOYMENT TRIBUNALS

Claimant: Mr H E Brook

Respondent: Capita Customer Management PLC

Heard at: Leeds

On: 2 July 2018

Before: Employment Judge D N Jones
Mr R Grasby
Ms J Noble

REPRESENTATION:

Claimant: In person

Respondent: Mr J Gidney of Counsel

JUDGMENT ON REMEDY

The unanimous judgment of the Tribunal is that:

1. The respondent shall pay compensation to the claimant in respect of the unfair dismissal in the sum of £21,431.15 comprising:-

[i] a basic award of £4,790;

[ii] a compensatory award of £15,128.32, being past loss of earnings and pension contributions of £9,516.59 and £2,793.70 respectively, future losses of earnings and pension for 13 weeks, being £1,799.20 and 518.83 respectively and loss of statutory rights of £500; and

[iii] an additional award of 10% for the respondent's unreasonable failure to comply with the ACAS Code of Practice, being £1,512.83.

2. The recoupment provisions do not apply.

3. The respondent shall pay compensation to the claimant for the injury to his feelings arising out of the two findings of discrimination, being a breach of the duty to make reasonable adjustments and a discriminatory, constructive dismissal, of £14,000 and interest thereon of £1,507.80.

4. There is no award of aggravated damages.

Employment Judge D N Jones

Date:4 July 2018