



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Davies

**Respondent:** DL Insurance Services Limited

**Heard at:** Liverpool

**On:** 18 December 2018

**Before:** Employment Judge Robinson  
Mr R Cunningham  
Dr L Roberts

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Miss Wedderspoon of Counsel

# JUDGMENT ON REMEDY

The judgment of the Tribunal with regard to remedy (the liability Judgment having been promulgated on 1 May 2018) is that:

1. The claimant's claims for reinstatement and re-engagement are refused and dismissed, and his claim for compensation succeeds. The respondent must pay to the claimant forthwith the sum of £11,216.24 as per the schedule attached hereto.
2. No application was made for costs by either party with regard to this remedy hearing.

# SCHEDULE

Loss of statutory rights	£757.00
Add: two years' pay	<u>£78,764.40</u>
Total	£79,521.40
Less: two years' income as self-employed	<u>£25,089.00</u>
Total	£54,432.40

Add: Loss of pension, incentive bonus and life insurance contributions	<u>£11,439.48</u>
Total	£65,871.88
Add: Six months' future loss based on 26 weeks at £757.35 net	<u>£19,691.10</u>
Total	£85,562.98
Less: Future earnings for six months based on gross receipts to date	<u>£12,544.50</u>
Total	<u>£73,018.48</u>
Reduced by 50% under the principles set out in Polkey on the basis that there was a 50% chance that Mr Davies would have lost his job during the redundancy process in any event	
Total	£36,509.24
Less: balance of monies in the enhanced redundancy payment over and above the basic award	<u>£25,293.00</u>
Final total due to the claimant	<u><b>£11,216.24</b></u>

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Employment Judge Robinson

Date 20 December 2018  
JUDGMENT SENT TO THE PARTIES ON

25 January 2019

FOR THE TRIBUNAL OFFICE

**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.

**Public access to employment tribunal decisions**

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

## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2401583/2017**

Name of **Mr C Davies** v **DL Insurance Services Plc**  
case(s):

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: **25 January 2019**

"the calculation day" is: **26 January 2019**

"the stipulated rate of interest" is: **8%**

MRS L WHITE  
For the Employment Tribunal Office

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