



EMPLOYMENT TRIBUNALS

Claimant: Mr D Spence

Respondent: Grimsby Institute of Further and Higher Education

Heard at: Lincoln **On:** Monday 3 December 2018

Before: Employment Judge Moore
Mrs J Rawlins
Mr W Dawson

Representatives

Claimant: Mr Rozycki, Counsel
Respondent: Ms Barry, Counsel

JUDGMENT ON REMEDY

1. The respondent shall pay the claimant a compensatory award of £40,157.73.
2. The respondent shall pay the claimant an increase of 10% of the award for failure to follow the ACAS Code of Practice on Disciplinary and grievance procedures in the sum of £4015.77.

Employment Judge Moore

Date 28 January 2019

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.