



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Mr I Waugh  
(2) Miss R McCormick

**Respondent:** Samuel Smith Old Brewery (Tadcaster)  
Registered as an unlimited company

**Heard at:** North Shields                      **On:** 1 June 2018

**Before:** Employment Judge Hargrove

***Representation:***

**Claimants:** Mr C Henshall, Solicitor  
**Respondent:** No attendance

# JUDGMENT ON REMEDIES

Employment Tribunals Rules of Procedure 2013 – Rule 21

Following the Rule 21 judgment on liability dated 15 March 2018 at which a remedies hearing was ordered it is adjudged as follows:-

1 The claimant Mr I Waugh is entitled to the following remedies which the respondent is ordered to pay:-

1.1 A basic award of £1,860 (£310 x 6).

1.2 A compensatory award consisting of –

- Loss of basic net salary to date of remedies hearing - £11,308.62 (41 weeks x £275.82).
- Loss of statutory rights - £400.
- Loss of pension contributions to the date of the remedies hearing - £3,215.63 (41 weeks x £78.43 per week).
- Loss of accommodation and paid utilities benefits to date of remedies hearing - £2,601.86 (41 weeks x £126.92 per week divided by 2).

- Loss of long notice period - £551.64 (2 weeks' net pay).

No award is made for future loss of earnings.

The Recoupment of Benefit Regulations 1996 apply to the award for loss of earnings. The prescribed period is from 26 October 2017 to 5 December 2017.

2 The claimant Miss R McCormick is entitled to the following remedies which the respondent is ordered to pay:-

1.1 A basic award of £1,860 (£310 x 6).

1.2 A compensatory award as follows –

- Loss of basic salary to the date of the remedies hearing - £3,287.79 (41 weeks x £80.19 – at the sick pay rate).
- Loss of statutory rights - £400.
- Loss of pension contributions to the date of the remedies hearing - £831.89 (41 weeks x £20.29 per week).
- Loss of accommodation and paid utilities benefits to date of remedies hearing - £2,601.86 (41 weeks x £126.92 per week divided by 2).
- Loss of long notice period - £160.38 (2 weeks' net pay).

There is no award for future loss of earnings.

The Recoupment of Benefit Regulations 1996 apply to the award for loss of earnings. The prescribed period is from 10 September 2017 to date.

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**EMPLOYMENT JUDGE HARGROVE**

**JUDGMENT SIGNED BY EMPLOYMENT JUDGE**

**8 June 2018**

**ON**

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