



EMPLOYMENT TRIBUNALS

Claimant

Respondents

Mr M M Ahmed

AND

The Embassy of the State of Qatar

Heard at: London Central

On: 19 June 2019

Before: Employment Judge Wade

Members: Mr P M Secher
Mr M Reuby

Representation

For the Claimant: Mr E Kemp, of Counsel

For the Respondent: Not present or represented

JUDGMENT

Remedy

1. An award of £8,000 for injury to feelings having already been made in the judgment dated 28 March 2019 the Judgement of the Tribunal is that the respondent is ordered to pay further compensation and other remedies to the claimant as set out below.

Loss of earnings

2. Past and future loss of earnings of £82,954.28.

Personal injury

3. Compensation for personal injury of £10,500 calculated as follows:

3.1 Psychiatric injury, £4,500

3.2 Injury to shoulder, £4,500

3.3 The cost of treatment, £1,500.

Aggravated damages

4. Aggravated damages of £6,000.

Interest

5. Interest of £26,975.17.

Sub total

6. The total of the above (including the injury to feelings award) is £134,429.45 to which must be added a grossing up figure for tax.

Grossing up the awards liable to tax (£119,706.11)

7. The respondent is in addition ordered to pay the claimant of £32,591.57.

Grand total

6. The grand total which the respondent is ordered to pay to the claimant is **£167,021.02 plus costs of £20,000**, see below.

Recommendations

7. The Tribunal makes the following recommendations:

By 26 August the respondent is to:

7.1 Provide equality and diversity training for Mr Abdullah Ali Al-Ansari by external equality and diversity consultants;

7.2 Provide equality and diversity training for all staff by external equality and diversity consultants including members of its diplomatic mission;

7.3 Introduce an equal opportunities policy;

7.4 Introduce a separate harassment policy and ensure that its policy is effectively implemented.

Costs

The respondents are ordered to pay costs of £20,000 to the claimant.

Employment Judge Wade

Dated: 19 June 2019

Judgment and Reasons sent to the parties on:

20 June 2019

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For the Tribunal Office