



EMPLOYMENT TRIBUNALS

Claimant: Mr Andrew Cox

Respondent: Southampton City Council

Heard at: Southampton On: 24 June 2019

Before: Employment Judge Gardiner

Representation:

Claimant: In person

Respondent: Mr Peck, counsel

JUDGMENT ON REMEDY

1. The Claimant is awarded the following sums by way of remedy for unfair dismissal :

a. A basic award of £7,112, calculated as follows - $17.5 \times £508 = £8,890$ less 20% reduction for contributory fault.

b. A compensatory award of £19,682.30, calculated as follows:

i. Past loss of earnings and pension = $£26,814.37 - £8,848.52 = £17,965.85$;

ii. Future loss of earnings and pension to 10 February 2020 = $£20,006.51 - £13,369.48 = £6,637.03$;

iii. Total compensatory award before adjustment = $£17,965.85 + £6,637.03 = £24,602.88$;

iv. $£24,602.88$ reduced by 20% for contributory fault is $£19,682.30$.

2. There is no protected period because the Claimant did not claim any benefits as

a consequence of his dismissal.

3. The Respondent's applications made under Rules 65 and 66 of the Employment Tribunal Rules 2013 that the Tribunal stay the judgment pending appeal or alternatively that Tribunal specify a later date for payment of the judgment sums than the default period of fourteen days specified in the Rules are both refused.

Employment Judge Gardiner
1 July 2019