



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Gordon Fleming

**Respondent:** East of England Ambulance Service NHS Trust

## JUDGMENT

Pursuant to Rule 64 of the Employment Tribunal Rules of Procedure 2013, the parties have agreed the following as a Judgment of the Tribunal.

1. In compensation for the claims of discrimination arising in consequence of disability, the Respondent shall pay £92,214 to the Claimant within 21 days of the date of this Judgment. Comprising;
  - 1.1 £10,000 for injury to feelings arising out of the claims for disability discrimination under the Equality Act 2010;
  - 1.2 £20,000 for psychiatric injury arising out of the claims for disability discrimination under the Equality Act 2010; and
  - 1.3 £62,214 as compensation for loss of earnings under the Equality Act 2010.
  
2. In compensation for the claims for unfair dismissal, the Respondent shall pay £4,275 to the Claimant within 21 days of the date of this Judgment. Comprising
  - 2.1 £4,275 for a basic award
  
3. The Claimant shall be wholly liable for any income tax, national insurance contributions or other deductions including related interest, penalties, costs or expenses payable on the amounts ordered herein save for employer's national insurance contributions and shall indemnify and keep

indemnified the Respondent in respect of any liability that it may incur for such amounts.

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Regional Employment Judge Byrne  
Dated: 29 August 2019

Judgment sent to the parties on

Date:

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For the Tribunal office