



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Scanlon

**Respondent:** SIG Trading Ltd

**Heard at:** Manchester Employment Tribunal

**On:** 4 October 2019

**Before:** Employment Judge Dunlop

## Representation

Claimant: Mr R Rixon (Solicitor)

Respondent: No appearance

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was unfairly dismissed.
2. The claimant contributed to that dismissal such that the Tribunal makes a reduction to both the basic and compensatory awards of 10%.
3. The claimant's claim that the dismissal was directly discriminatory contrary to section 13 of the Equality Act 2010 succeeds.
4. The claimant's claim that his dismissal was an act of discrimination arising from disability contrary to section 15 of the Equality Act 2010 succeeds.
5. The claimant is awarded a basic award of £7,113.15. (That is, a full award of £7,903.50 reduced by 10%).
6. The claimant is awarded a compensatory award of £4,913.36. (Based on an award of £5,459.29 reduced by 10%). The claimant was dismissed with notice, no part of the compensatory award reflects notice pay. The award has been calculated on net earnings figures, in accordance with the claimant's Schedule of Loss.
7. The claimant is awarded £12,000.00 in respect of injury to feelings.

8. The tribunal was not invited to make any award of interest and no award is made.

Employment Judge Dunlop

Date: 15<sup>th</sup> October 2019

JUDGMENT AND REASONS SENT TO THE PARTIES ON

5 November 2019

FOR THE TRIBUNAL OFFICE

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2413821/2018**

Name of **Mr A Scanlon** v  
case(s):

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **5 November 2019**

"the calculation day" is: **6 November 2019**

"the stipulated rate of interest" is: **8%**

MR I STOCKTON  
For the Employment Tribunal Office

## INTEREST ON TRIBUNAL AWARDS

### **GUIDANCE NOTE**

1. This guidance note should be read in conjunction with the booklet, 'The Judgment' which can be found on our website at [www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426](http://www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426)

If you do not have access to the internet, paper copies can be obtained by telephoning the tribunal office dealing with the claim.

2. The Employment Tribunals (Interest) Order 1990 provides for interest to be paid on employment tribunal awards (excluding sums representing costs or expenses) if they remain wholly or partly unpaid more than 14 days after the date on which the Tribunal's judgment is recorded as having been sent to the parties, which is known as "the relevant decision day".

3. The date from which interest starts to accrue is the day immediately following the relevant decision day and is called "the calculation day". The dates of both the relevant decision day and the calculation day that apply in your case are recorded on the Notice attached to the judgment. If you have received a judgment and subsequently request reasons (see 'The Judgment' booklet) the date of the relevant judgment day will remain unchanged.

4. "Interest" means simple interest accruing from day to day on such part of the sum of money awarded by the tribunal for the time being remaining unpaid. Interest does not accrue on deductions such as Tax and/or National Insurance Contributions that are to be paid to the appropriate authorities. Neither does interest accrue on any sums which the Secretary of State has claimed in a recoupment notice (see 'The Judgment' booklet).

5. Where the sum awarded is varied upon a review of the judgment by the Employment Tribunal or upon appeal to the Employment Appeal Tribunal or a higher appellate court, then interest will accrue in the same way (from "the calculation day"), but on the award as varied by the higher court and not on the sum originally awarded by the Tribunal.

6. 'The Judgment' booklet explains how employment tribunal awards are enforced. The interest element of an award is enforced in the same way.