



EMPLOYMENT TRIBUNALS

Claimant: Mr Smith
Respondent: Mid Essex Hospital Services NHS Trust
Heard at: East London Employment Tribunal
Before: Employment Judge M Warren

JUDGMENT

1. Upon the tribunal having given Judgment as to remedy in respect of the Claimant's claims of unfair dismissal and detriment for having made protected disclosures on 13 August 2019, having made findings and having invited the parties to agree on the sum that should be payable in accordance with those findings, and upon the parties having agreed on that sum, the Respondent is to pay the Claimant **£127,389.75** made up as follows:
 - 1.1. Basic award **£10,604.37**;
 - 1.2. Compensatory award **£82,856.69**;
 - 1.3. Injury to feelings **£22,000**, and
 - 1.4. Pension loss **£11,928.69**.
2. The recoupment provisions apply: the grand total is £127,389.75, the prescribed element is £82,856.69, the period of the prescribed element is from 7 July 2015 to 9 November 2017, the excess of the grand total over the prescribed element is £44,533.06.

Employment Judge M Warren
Dated: 12 November 2019