



EMPLOYMENT TRIBUNALS

Claimant

Ms P Petty

Respondent

v Thames Ambulance Service Limited

Heard at: Huntingdon

On: 31 January 2020

Before: Employment Judge Ord

Appearances

For the Claimant: Miss R Owusu'Agyei (Counsel).

For the Respondent: Mr N Allen (HR Officer).

JUDGMENT ON REMEDY

1. The claimant's effective date of termination was 6 July 2019.
 2. A complaint of unlawful deduction from wages is added to the claimant's claim.
 3. The claimant is awarded the following sums:
 - 3.1 For unlawful deduction from wages for the period 12/04/2019 to 06/07/2019. £3993.96
 - 3.2 For unfair dismissal:
 - (i) Basic Award £1996.68
 - (ii) Compensatory Award consisting of:
 - a. Loss of earnings 03/08/2019 to date £7406.36
 - b. Pension loss to date £419.16
 - c. Loss of statutory rights £350.00
- Sub Total £8175.52

(iii)	Add 25% Uplift for failure to follow the ACAS Code of Practice No 1.	£2048.88	
	Total Compensatory Award	<u>£10219.40</u>	
	Total for Unfair Dismissal		£12216.08

3.3 For discrimination on the protected characteristic of disability:

(i)	Loss of Earnings	£45995.57	
(ii)	Injury to feelings	£22500.00	
(iii)	Interest thereon	<u>£4482.74</u>	
	Sub total	£72978.31	
	Grossed up to the sum of		£94150.00

3.4 The total award is therefore £110360.04

4. The recoupment provisions apply to the loss of earnings for the period 03/08/2019 to 31/01/2020 and the sum liable to recoupment is £7406.36.

Employment Judge Ord

Date: 05 February 2020

Sent to the parties on:

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For the Tribunal Office

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.