



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Miss C Linton

Respondent

AND Mr R Chopra t/a Bilston Radio Cars

JUDGMENT MADE AT A SKYPE HEARING

HELD AT Birmingham

ON 25 June 2020

EMPLOYMENT JUDGE Hughes

MEMBERS Mr C Greatorex
Dr N Bristow

Representation

For the Claimant: In attendance by Skype and her daughters in attendance by Skype

For the Respondent: Mr M Davis, Employment Consultant in attendance by Skype and the respondent in attendance by Skype

JUDGMENT

1 The respondent is ordered to pay the sum of £5000.00 to the claimant as compensation for injury to feelings plus interest at 8% for the period 26 November 2018 to 25 June 2020 (668 days) of £732.05. The total sum payable is £5732.05.

2 The respondent is ordered to pay the claimant the sum of £14,524.80 as compensation for wages lost as a result of disability-related harassment plus interest at 8% from the mid-point of the above period (334 days) of £1063.29. The total sum payable is £15588.09. The Recoupment Regulations apply because the claimant was in receipt of Universal Credit. The prescribed element is £14,524.80. The prescribed period is 26 November 2018 to 16 December 2019. The monetary award exceeds the prescribed element by £1063.29. The claimant did not fail to mitigate her loss.

3 The respondent is ordered to pay the claimant the sum of £1373.57 in respect of holiday pay plus financial losses of £610.00 in respect of interest on a

loan incurred by the claimant as a result of the respondent's failure to pay her holiday pay.

4 The total award is £23,303.71 of which £14,524.80 is subject to recoupment.

Signed by Employment Judge Hughes on 25 June 2020

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.