



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs M Saafan

v

BT Plc

Heard at: Birmingham

On: 3 & 4 March 2021

Before: Employment Judge Broughton

Members: Mr Liburd
Mr Morrison

Appearances:

For Claimant: In person

Respondent: Mr B Williams, counsel

REMEDY JUDGMENT

1. The claimant is awarded £17,500 for injury to feelings inclusive of personal injury and interest.
2. She is also awarded £7,653 (gross) for loss of opportunity to earn bonus.
3. These awards are subject to a 10% uplift due to the respondent's failure to comply with the ACAS code on grievances

Total Award

£27,668

The claimant's request for recommendations will, by consent, be considered by the tribunal on the papers in chambers on 15 April 2021.

The respondent is to submit any written representations by 18 March 2021 and the claimant has a right of reply by 6 April 2021.

Employment Judge Broughton
05 March 2021

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.