



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr I Okeke

AND

Respondent
Priory Healthcare Ltd

JUDGMENT MADE AT A REMEDY HEARING

HELD AT Birmingham

ON 30 & 31 March 2020

EMPLOYMENT JUDGE Hughes

MEMBERS: Mr T Liburd
Mrs I Fox

Representation

For the Claimant: In person

For the Respondent: Mr J Gidney, Counsel

JUDGMENT

The unanimous decision of the Employment Tribunal is that:

1 the respondent is ordered to pay compensation of £49,813.08 to the claimant in respect of the claims which succeeded. This is uplifted by £7471.96 (15%) for failure to follow the ACAS Code. The total compensation payable is £57,285.04.

2 The respondent is ordered to pay a financial penalty of £20,000 to the Secretary of State pursuant to section 12A Employment Tribunals Act 1996 (as amended) – see attached Annex A.

Employment Judge Hughes
1 April 2021

Note: Reasons for the judgment having been given orally at the hearing, and written reasons having been requested, reasons will follow when time permits.

Claimant: Mr I Okeke

Respondent: Priory Healthcare Ltd

**ANNEX TO THE JUDGMENT
(Financial Penalty)**

The Employment Tribunal has, under section 12A of the Employment Tribunals Act 1996, imposed a financial penalty on the respondent in the sum of £12,000. That sum is now payable to the Secretary of State.

Responsibility for the collection of that payment has been passed to a Debt Collection Agency who has been appointed by the Department of Business, Energy and Industrial Strategy, to collect such penalties on behalf of the Secretary of State.

The Debt Collection Agency will contact you within the next few days to explain how that payment should be made.

You should note that if the financial penalty is paid no later than 21 days after the date of this letter, the sum payable is reduced by 50%.

In the event of an application for reconsideration of, or appeal against, the decision to impose a financial penalty recovery will be suspended until the outcome of the application for reconsideration or appeal is known. **However, please note that the 21 day period referred to above is not affected by any application for appeal or reconsideration.**