



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Wilkinson

Respondents: The Co-operative Group Limited

Heard: Remotely (by video link) **On:** 7, 8 and 9 April 2021

Before: Employment Judge S Shore
NLM – Mr R Greig
NLM – Mrs J Maughan

Appearances

For the claimant: Miss J Wilson-Theaker, Counsel

For the respondent: Miss S Bowen, Counsel

JUDGMENT ON REMEDY

The unanimous decision of the Tribunal is that:

1. The respondent will pay compensation to the claimant for injury to feelings, loss of earnings and interest as follows.
2. The respondent will pay **£10,000.00** to the claimant in respect of injury to feelings. Interest is payable on the injury to feelings award at 8% p.a. from the date of the act to the date of the remedy hearing, which it was agreed is 693 days. The daily rate is £2.19, so the interest payable is $693 \times £2.19 = \mathbf{£1,517.67}$.
3. The respondent will pay compensation for lost earnings for 9 weeks following the end of her notice period (four weeks paid in lieu). The first four weeks will be paid at half pay to reflect that the claimant would be returning on a phased return. The last five weeks will be paid at full pay.
4. It was agreed that the claimant's average net weekly pay was £197.70 per week (including employer's pension contribution). She received £69.77 per week in benefits (net of Child Benefit), so her net loss was £127.93 per week. $4 \text{ weeks} \times £127.93 \times 50\% = £255.86$. $5 \text{ weeks} \times 127.93 = £639.65$. The total for lost earnings is **£895.51**.

5. Interest is payable on the lost earnings at 8% p.a. from the midpoint between the date of the act and the date of the remedy hearing, which was agreed to be 347 days. The daily rate is £0.20, so the interest payable is $347 \times £0.20 = \mathbf{£69.40}$.
6. The total payable by the respondent to the claimant is $£10,000.00 + £1,517.67 + £895.51 + £69.40 = \mathbf{£12,482.58}$.
7. All monies due shall be paid within 28 days of the date that this judgment is sent to the parties.

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V - video. It was not practicable to hold a face to face hearing because of the Covid19 pandemic.

Employment Judge Shore
12 April 2021