



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs K Hall

v

Royal Mail Group Limited

Heard at: Manchester (by Cloud Video Platform ('CVP'))

On: 11 May 2021

Before: Employment Judge Johnson

Members: Mr Q Colborn
Ms J A Beards

Appearances

For the Claimant: in person

For the Respondent: Ms S Percival

REMEDY HEARING JUDGMENT

1. The respondent shall pay to the claimant compensation for her complaints of discrimination arising from a disability and from a failure to make reasonable adjustments of **£14, 629.37 (Fourteen Thousand, Six Hundred and Twenty-Nine Pounds Thirty-Seven Pence)** and calculated as follows:

Past Losses	Subtotal/Total
1. Net loss of scheduled attendance £80 x 24 weeks = £1920.00	
2. 2 weeks loss of wages caused by enforced sick leave = £185.86	
3. 12 hours annual leave taken for rehabilitation = £139.44	
4. Loss of pension contribution 42 weeks (30 weeks post dismissal plus 12 weeks before claimant could join new employer's pension scheme = £1514.94	
5. Prescription for antidepressants arising from personal injury from September 2019 until March 2020 (7 months x £9) = £63.00	

Subtotal for past losses	£3823.24
Injury to Feelings 1. Injury to feelings = £9,000.00 2. Interest on injury to feelings award (8% calculated at mid-point between 15 August 2019 and 11 May 2021) = £615.45	
Subtotal for injury to feelings award	£9,615.45
Personal Injuries 1. Personal injuries = £3,000.00 2. Interest on personal injuries award (8% calculated at mid-point between 27 September 2019 and 11 May 2021) = £190.68	
Subtotal for personal injuries award	£3,190.68
Deduction in respect of Lump sum of £6,464.25 received at date of termination (having first taken into account the net of pay of £250 per week which the claimant could have claimed during her 30-week period of unemployment and the estimated sum of universal credit received during that period).	(£2,000.00)
Grand total	£14,629.37

2. No recoupment is applicable in this case as the claimant's complaints are solely in respect of discrimination in accordance with the Equality Act 2010.

Employment Judge Johnson

Date: 12 May 2021

Sent to the parties on: 14 May 2021

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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2414243/2019**

Name of case: **Mrs K Hall** v **Royal Mail Group Limited**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: 14 May 2021

"the calculation day" is: 15 May 2021

"the stipulated rate of interest" is: **8%**

For the Employment Tribunal Office

INTEREST ON TRIBUNAL AWARDS

GUIDANCE NOTE

1. This guidance note should be read in conjunction with the booklet, 'The Judgment' which can be found on our website at www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, paper copies can be obtained by telephoning the tribunal office dealing with the claim.

2. The Employment Tribunals (Interest) Order 1990 provides for interest to be paid on employment tribunal awards (excluding sums representing costs or expenses) if they remain wholly or partly unpaid more than 14 days after the date on which the Tribunal's judgment is recorded as having been sent to the parties, which is known as "the relevant decision day".
3. The date from which interest starts to accrue is the day immediately following the relevant decision day and is called "the calculation day". The dates of both the relevant decision day and the calculation day that apply in your case are recorded on the Notice attached to the judgment. If you have received a judgment and subsequently request reasons (see 'The Judgment' booklet) the date of the relevant judgment day will remain unchanged.
4. "Interest" means simple interest accruing from day to day on such part of the sum of money awarded by the tribunal for the time being remaining unpaid. Interest does not accrue on deductions such as Tax and/or National Insurance Contributions that are to be paid to the appropriate authorities. Neither does interest accrue on any sums which the Secretary of State has claimed in a recoupment notice (see 'The Judgment' booklet).
5. Where the sum awarded is varied upon a review of the judgment by the Employment Tribunal or upon appeal to the Employment Appeal Tribunal or a higher appellate court, then interest will accrue in the same way (from "the calculation day"), but on the award as varied by the higher court and not on the sum originally awarded by the Tribunal.
6. 'The Judgment' booklet explains how employment tribunal awards are enforced. The interest element of an award is enforced in the same way.