



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Gafoor

**Respondent:** Edwin C Farrall (Transport) Limited

**Heard at:** Manchester

**On:** 9 July 2021

**Before:** Employment Judge Grundy  
Ms F Crane  
Ms C Doyle

## REPRESENTATION:

**Claimant:** Mrs K Skeaping Solicitor

**Respondent:** Mr P Roberts Solicitor

## Covid-19 statement.

**This hearing has taken place on a remote basis by CVP platform in accordance with the Presidential Practice Direction on remote hearings and open justice and in accordance with Rule 46 ET (CRP) Regs 2013 and the Guidance issued on 14th September 2020.**

# JUDGMENT on REMEDY

The judgment of the Tribunal is as follows:

The respondent shall pay the claimant compensation as follows:-

1. Financial loss to the date of the hearing **£3140.90.** ( £263.40 for loss 9-3-20-5.4.20, £2392 from 6.4.20- 5.4.21 and £485.50 from 5.4.21 to 9.7.21).
2. Future loss calculated for 329 weeks at £37.35 totalling **£12288.15**
3. An award relating to early return of a vehicle which was on contract, due to the dismissal: **£3000.**

4. The Tribunal does not apply any uplift for breach of the Acas code as this was a dismissal for making a protected disclosure and an uplift in respect of the manner of dealing with the grievances is not made out.
5. An award of **£10000** for injury to feelings arising from the detriment suffered by the claimant.
6. The Tribunal does not make any award for aggravated damages.
7. The total amount payable is therefore **£28,429.05**

Employment Judge Grundy  
Date 9.7. 21

JUDGMENT SENT TO THE PARTIES ON  
16 July 2021

FOR THE TRIBUNAL OFFICE

The reasons for this decision were given orally at the hearing. Written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of this written judgment being sent to the parties.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2401936/2020**

Name of case: **Mr M Gafoor** v **Edwin C Farrall (Transport) 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: 16 July 2021

"the calculation day" is: 17 July 2021

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

Mr S Artingstall  
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](http://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.