



EMPLOYMENT TRIBUNALS

Claimant: Mr M Weinreb

Respondent: Online Travel Training Group Ltd

Heard partly in person and partly via Cloud Video Platform (London Central)

On: 14 July 2021

Before: Employment Judge Davidson
Ms T Shaah
Mr S Hearn

Representation

Claimant: in person
Respondent: Mr J Jenkins, Counsel

REMEDY JUDGMENT

It is the unanimous decision of the tribunal that the claimant is awarded the following remedy:

Financial losses

| | |
|--------------------|-----------------|
| Loss of earnings | 21,400.00 |
| ACAS uplift (7.5%) | 1,605.00 |
| Pension loss | 575.16 |
| Cost of interviews | 100.00 |
| Interest | <u>1,894.41</u> |
| | 25,574.57 |

Injury to feelings

| | |
|------------------------------------|---------------|
| Injury to feelings (pre dismissal) | 6,000.00 |
| Interest | 1,000.00 |
| Injury to feelings (dismissal) | 6,000.00 |
| Interest | <u>960.00</u> |
| | 13,960.00 |

| | |
|--|--------|
| Grossing up on £2534.57 (excess of taxable award above £30,000) | 506.91 |
|--|--------|

TOTAL **40,041.48**

Prescribed element

The prescribed element is £4,463.68 attributable to the period 18 April 2020 to 24 May 2021. The amount by which the monetary award exceeds the prescribed element is **£35,577.80**.

Employment Judge Davidson

Date 14 July 2021

JUDGMENT SENT TO THE PARTIES ON

19/07/2021

FOR EMPLOYMENT TRIBUNALS

Notes

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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

The hearing

1. The hearing was a 'hybrid' hearing, with the claimant and the Employment Judge physically present in a tribunal room and the other participants connecting using the cloud video platform (CVP) under rule 46. The parties agreed to the hearing being conducted in this way.
2. The parties were able to hear what the tribunal heard and see the witnesses as seen by the tribunal. From a technical perspective, there were no significant difficulties.
3. The participants were told that it was an offence to record the proceedings.
4. Evidence was heard from the respondent's witnesses via video link. I was satisfied that none of the witnesses was being coached or assisted by any unseen third party while giving their evidence.