



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

V

RESPONDENT

Ms J Bravo

**United Services Club
(Rainham Kent) Limited**

Heard at: London South
Employment Tribunal

On: 16 July 2021

Before: Employment Judge Hyams-Parish
Members: Mr R Shaw and Ms J Saunders

Representation:

For the Claimant: In person (assisted by her partner, Mr Williams Smith)

For the Respondent: Mr Ridgeway (Counsel)

JUDGMENT ON REMEDY

The **unanimous** Judgment of the Employment Tribunal is as follows:

The Claimant is awarded compensation of £25,801.56 which is broken down as follows:

Basic award:	£3,744.00
Compensatory award:	£15,685.51
Injury to feelings:	£5,000.00
Interest on interest:	£1,372.05

A detailed breakdown of the award is provided in the appendix to this Judgment.

The Recoupment Provisions apply to this award:

Prescribed period:	08/09/18 to 16/07/21
Total award:	£25,801.56
Prescribed element:	£15,185.51
Balance:	£10,616.05

Employment Judge Hyams-Parish
Date: 16 July 2021

Sent to the parties on
Date: 30 July 2021

Notes

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.

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.

SCHEDULE OF COMPENSATION

1. Details

Date of birth of claimant	26/01/1960
Date started employment	21/09/2009
Effective Date of Termination	07/09/2018
Period of continuous service (years)	8
Age at Effective Date of Termination	58
Remedy hearing date	16/07/2021
Date by which employer should no longer be liable	18/04/2021
Statutory notice period (weeks)	8
Net weekly pay at EDT	273.00
Gross weekly pay at EDT	312.00
Gross annual pay at EDT	16,224.00

2. Basic award

Basic award	3,744.00
Number of qualifying weeks (12) x Gross weekly pay (312.00)	
Total basic award	3,744.00

3. Compensatory award (immediate loss)

Loss of net earnings	40,677.00
Number of weeks (149) x Net weekly pay (273.00)	
Plus loss of statutory rights	500.00
Plus Pay rise of 3% from 6.4.19 to hearing (118 x 8.19)	966.42
Plus Pay rise of 2.4% from 24.9.18 to 6.4.19 (19 x 6.55)	189.95
Less Earnings in new role	-22,456.14
Less Furlough Adjustment	-720.72
Less sums obtained, or should have been obtained, through mitigation	-3,471.00
Failure to mitigate	3,471.00
Total compensation (immediate loss)	15,685.51

4. Adjustments to total compensatory award

Compensatory award before adjustments	15,685.51
Total adjustments to the compensatory award	0.00

Compensatory award after adjustments	15,685.51
5. Non financial losses	
Injury to feelings	5,000.00
Plus interest @ 8% for 1252 days	1,372.05
Total non-financial award	6,372.05
6. Summary totals	
Basic award	3,744.00
Compensation award including statutory rights	15,685.51
Non-financial loss	6,372.05
Total	25,801.56
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AFTER COMPENSATION CAP OF £16,224.00 (GROSS ANNUAL PAY)	25,801.56