



EMPLOYMENT TRIBUNALS

Claimant

Mr A Blake-Shute

v

Respondent

Siemens Healthcare Limited

Heard at: Watford (by video)

On: 1 September 2021

Before: Employment Judge Dobbie (sitting alone)

Appearances

For the Claimant: In person

For the Respondent: Mr Priya Nainthy (solicitor)

JUDGMENT

1. For the reasons given orally on 1 September 2021, the damages awarded for unfair dismissal are as follows:
 - 1.1 Basic Award of £807.00
(Calculated as: $2 \times 1.5 \times £538 = £1,614.00$, less 50% reduction under s.122(2) ERA);
 - 1.2 Compensatory award of £18,951.23
(Calculated as: 65 weeks' loss at £477.05 = £31,008.25, plus pension loss of 5% (£1,550.41), plus loss of statutory rights of £400, uplifted by 15% under the ACAS Code (£4943.79) less 50% reduction under s.123(6) ERA is £18,951.23).
2. The recoupment provisions apply to part of the compensatory award (as described in the attached Annex) as follows:
 - 2.1 The total monetary award is: £19,758.23.
 - 2.2 The prescribed element is £17,829.74
(Calculated as immediate loss of £31,008.25 as uplifted by 15% under the ACAS Code, less 50% under s.123(6) ERA).
 - 2.3 The period to which the prescribed element relates is 10 April 2020 to 10 July 2021 and any sums recouped should be reduced by 50% to

reflect the 50% reduction on damages for contributory conduct under s.123(6) ERA.

2.4 The total monetary exceeds the prescribed element by £1,928.49.

Employment Judge Dobbie

Date: ...23rd September 2021

Sent to the parties on: .19/10/2021....
THY

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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.