



THE EMPLOYMENT TRIBUNAL

Claimant: Mr V. Nandakumar

Respondent: London Central Bus Company Limited

Heard at: London South Employment Tribunal

On: 18 – 21 October 2021

Before: Employment Judge A. Beale
Mrs R. Butler
Mr S. Townsend

Representation
Claimant: Mr C. Ezike (Solicitor)
Respondent: Mr R. Bailey (Counsel)

JUDGMENT

- 1. By consent, the Respondent's name is amended to London Central Bus Company Limited. The Respondent provided an undertaking that, should this not be the legal entity that employed the Claimant (and in particular if the correct entity is London General Transport Services Limited), it will not object to any application made by the Claimant to amend the Respondent's name.**
- 2. The Claimant was unfairly dismissed.**
- 3. The Claimant's complaint of disability discrimination (failure to make reasonable adjustments) fails and is dismissed.**
- 4. The Respondent shall pay the Claimant the total sum of £15,096.69 comprising of the following:**
- 5. A Basic Award of £12,337.50**
- 6. A compensatory award of £2,759.19, comprising £2,561.89 for loss of earnings and £197.30 for loss of pension rights.**

7. For the purposes of regulation 4 of the Employment Protection (Recoupment of Benefits) Regulations 1996, the following applies:
 - 6.1 The Prescribed Element is: £2,561.89
 - 6.2 The Prescribed Period is 12 October 2019 to 6 December 2019
 - 6.3 The total monetary award for unfair dismissal is £15,096.69.
 - 6.4 The excess of the total monetary award over the Prescribed Element is £12,534.80.

8. The Respondent's application for costs succeeds in part and the Claimant is ordered to pay the Respondent's costs in the sum of £500, pursuant to rule 76(1) of the Employment Tribunals Rules of Procedure 2013.

Employment Judge A. Beale

Date: 21 October 2021

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.