



# EMPLOYMENT TRIBUNALS

## Claimant

Mr Truscott

## Respondent

v Norfolk & Norwich University Hospitals  
Nhs Foundation Trust

**Heard at:** Norwich

**Before:** Employment Judge Postle

## JUDGMENT on REMEDY (by Consent)

Following it being agreed between the parties, it is hereby Ordered by consent:

1. The Respondent will pay to the Claimant, within 28 days of the date of this Judgment, the following sums:
  - **£44,000** in compensation for unfair dismissal (“Termination Payment”); and
  - **£15,000** injury to feelings (“Injury to Feelings Payment”).
2. It is the parties understanding that the first £30,000 of the Termination Payment can be paid free of tax on the basis this relates to the loss of earnings and termination of employment in line with S401 ITEPA 2003, with the remaining £14,000 of the Termination Payment and the Injury to Feelings Payment, being subject to the appropriate deductions for tax and national insurance contributions.
3. The Claimant shall be wholly liable for any income tax, national insurance contributions or other deductions including related interest, penalties, costs or expenses payable on the amounts ordered herein save for employer’s national insurance contributions and shall indemnify and keep indemnified the Respondent in respect of any liability that it may incur for such amounts.
4. There shall be no order as to costs. Each party shall bear their own costs in these proceedings.
5. The Claimant’s claim against the Respondent in these proceedings is withdrawn and shall be dismissed upon withdrawal thereafter.

6. The Recoupment Regulations 1996 do not apply to any of the above sums, as the Claimant has confirmed that he has not received any state benefits.

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Employment Judge Postle

Date: 10 January 2022

Sent to the parties on:

14 January 2022

For the Tribunal Office