

6. Consequently, the respondent must pay to the claimant the **grand total of £19,535.62.**

7. **Explanation of compensatory award:*

- a. *£6,150.26 in respect of lost earnings to 25 March 2022;*
- b. *£331.13 in respect of lost pension entitlement;*
- c. *£4,750.72 in respect of lost future earnings (26 weeks as is considered just and equitable in the circumstances);*
- d. *£400.00 in respect of lost statutory rights; and*
- e. *£2,110.38, an uplift of 20% to the compensatory award following the respondent's unreasonable failure to follow ACAS codes of practice in relation to grievances raised.*

Employment Judge Fredericks

31 March 2022

Sent to the parties on:

24 May 2022

For the Tribunal Office:

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