



EMPLOYMENT TRIBUNALS

Claimant: Miss E Grand-Maison
Respondent: Asda Stores Limited

Heard at: East London Hearing Centre
On: 15 June 2022

Before: Employment Judge Burgher
Members: Ms M Daniels
Ms R Hewitt

Appearances

For the Claimant: In person
For the Respondent: Mr A Rozycki (Counsel)

JUDGMENT

1 The Respondent failed to comply with the ACAS code of practice on grievances by failing to consider the Claimant's grievance within a reasonable time and failing to notify the Claimant in writing of a right to appeal. The Tribunal award a 15% uplift to compensation in this regard.

2 The Respondent is ordered to pay the Claimant the total sum of £12,600.35 in respect of her successful claims. This sum consists as follows:

1. Details

Start date or discriminatory act	27/09/2019
Remedy hearing date	15/06/2022

2. Non financial losses

Injury to feelings	9000.00
ACAS Uplift 15%	1,350.00
Subtotal	10,350

Plus interest @ 8% for 992 days	2,250.35
Total non-financial award	12,600.35

Employment Judge Burgher
Dated: 19 July 2022