



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondent

Mr P. Tilden

Cambian Group Limited

Held at: Exeter by Video
Before: Employment Judge Smail
Ms R. Clarke
Ms R. Hewitt-Grey

On: 16 September 2022

Appearances

Claimant: In person
Respondent: Mrs S. Hornblower (Counsel)

REMEDY JUDGMENT

1. The Respondent must pay the Claimant £8,723.23, as calculated in the table below, within 21 days.

No.	Head of Claim	Calculation	Amount £
1	Basic Award	6 x 1.5 x gross weekly of £381.96	3,437.64
2	Notice Pay	6 x net weekly of £317.20	1,903.20
3	Compensatory - loss of earnings	26 weeks from mid Jan 2021 @£317.20 less 2/3 Polkey reduction	2,749.06
4	Compensatory - Pension loss	10 months @ £40 a month less 2/3 Polkey reduction	133.33
5	Loss of statutory rights		500.00
		GRAND TOTAL	£8,723.23

Full oral reasons were given at the Remedy Hearing. If either party requires written reasons, they must email the Tribunal within 14 days of this Remedy Judgment being sent to the parties.

Employment Judge Smail
South West Region
Date: 16th September 2022

Judgment sent to the Parties on
22 September 2022 by Miss J Hopes

FOR THE TRIBUNAL OFFICE