



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs E Worsley

**Respondent:** Commissioners for HM Revenue & Customs

**Heard at:** Manchester

**On:** 26 and 27 September 2022

**Before:** Employment Judge K M Ross  
Ms M T Dowling

## REPRESENTATION:

**Claimant:** Mr K Ali, Counsel

**Respondent:** Mr J Hurd, Counsel

# REMEDY JUDGMENT

1. We award the claimant:

|                        |            |
|------------------------|------------|
| (1) Injury to feelings | £20,000.00 |
| (2) Personal injury    | £25,000.00 |
  
2. By agreement between the parties the following sums are awarded:

|                                |            |
|--------------------------------|------------|
| Basic Award                    | £11,580.90 |
| Other financial losses         | £93,390.60 |
| Loss of earnings               | £76,271.05 |
| Loss of statutory rights       | £750.00    |
| Pensions losses to date        | £5,872.15  |
| Future pension losses          | £10,497.40 |
| Interest on financial losses   | £27,270.66 |
| Interest on injury to feelings | £11,546.30 |

|  |                    |
|--|--------------------|
| Interest on personal injury  | £7,216.44          |
| Grossed up figure (the grossed up figure is calculated on the assumption tax is payable on injury to feelings and on interest to injury to feelings) | <u>£47,952.88</u>  |
| Total compensation   | <u>£243,957.28</u> |

3. The above sums are to be paid within 21 days of the date of this Judgment, **including the net sum of £196,004.40 to be paid by the respondent to the claimant within 21 days of the date of this Judgment.**

4. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Employment Judge K M Ross

Date: 28 September 2022

JUDGMENT SENT TO THE PARTIES ON

29 September 2022

FOR THE TRIBUNAL OFFICE

**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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2400096/2016**

Name of case: **Mrs E Worsley** v **Commissioners for HM  
Revenue & Customs**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 29 September 2022

**the calculation day** in this case is: 30 September 2022

**the stipulated rate of interest** is: **8% per annum.**

For the Employment Tribunal Office