



EMPLOYMENT TRIBUNALS

Claimant: Ms P Austin
Respondent: Mears Group plc
Heard at: Watford Employment Tribunal (in public by video)
On: 21 and 22 September 2022
Before: Employment Judge Quill; Ms J Hancock; Mr D Wharton

Appearances

For the claimant: Mr D Hodson, counsel
For the respondent: Mr E Kemp, counsel

REMEDY JUDGMENT

- (1) The respondent is ordered to pay the claimant the aggregate gross sum of £964,465.37.
- (2) This is a net award of £549,441.39 plus £415,023.98 for grossing up. The breakdown of that award is as follows:

(i)	Injury to feelings:	£25,000.00
(ii)	Interest on injury to feelings:	£6980.83
(iii)	Loss of statutory rights:	£300
(iv)	Financial loss to 22 September 2022:	£47,759.62
(v)	Interest on that past financial loss:	£6,686.35
(vi)	Future financial loss:	£412,714.59
(vii)	ACAS Uplift:	£50,000
- (3) The recoupment provisions do not apply.

Employment Judge Quill

Date: 30.09.2022

JUDGMENT SENT TO THE PARTIES ON

10/10/2022

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FOR EMPLOYMENT TRIBUNALS

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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

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