



EMPLOYMENT TRIBUNALS

Claimant: X

Respondent: Volkerrail Limited

Heard: 6 to 8 July (in person) in Leeds, 13 July by telephone

Before:

Employment Judge JM Wade

Mr M Brewer

Ms J Hiser

Representation

Claimant: Mr M Duggan, Queen's Counsel

Respondent: Mr J Horan, Counsel

Introduction

The respondent having contravened the Equality Act 2010 as found in the Judgment sent to the parties on 19 November 2021;

The final reasons having been sent to the parties in April 2022;

The Tribunal having announced its decisions on causation, general damages, future loss, (including likely future earnings), on 8 July, with clarification on the approach to cost of living increases on 13 July; and

The parties thereafter having agreed all other consequential calculations and sums¹:

The unanimous Judgment of the Tribunal is:

REMEDY JUDGMENT

In accordance with Sections 119 and 124 of the 2010 Act the respondent shall pay to the claimant the sum of **£419,352.94**, which includes the following sums:

Injury to Feelings	£ 24, 000.00
General Damages (psychiatric injury)	£ 30, 000.00
Interest thereon	£8142.90
Past Pecuniary Loss to 8 July 2022	£93180.00
Interest thereon	£7025.52
Future Pecuniary Loss	£122,090.42
Tax/grossing up	£134914.10

¹ By excel spreadsheet provided to the Tribunal today.

Case No: 1806329/2020

Employment Judge JM Wade

Date 22 July 2022