



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr S Ireland

v

EI Group Plc

Heard at: Birmingham

On: 2/3 November 2022

Before: Employment Judge Broughton
Mrs S Bannister
Mr D McIntosh

Appearances:

For Claimant: Mr Brien, counsel

Respondent: Ms G Rezaie, counsel

JUDGMENT ON REMEDY

The Claimant's claims of unfair dismissal and age discrimination succeeded.

1. There was a 75% chance the claimant would have remained employed but for the unfairness / discrimination.
2. He would have remained in employment until 1 July 2022.
3. He did not fail to mitigate his losses.
4. Credit is to be given for his
 - a. notice pay and
 - b. subsequent earnings with Amazon
5. By consent, the claimant is awarded a basic award (after credit for his redundancy payment) of £1076
6. He is also awarded
 - a. £500 for loss of statutory rights and
 - b. £13000 for injury to feelings
7. Interest is payable at 8%

8. Grossing up will be required (for all amounts payable over £30k less the redundancy payment already received).
9. There is currently a lack of clarity / consensus over the value of some of the claimant's contractual benefits.
10. The parties expressed a desire for time to agree these and the remaining calculations.
11. Accordingly, the parties have 28 days to achieve a final resolution. They should notify the tribunal if they are successful.
12. If not, they should clearly set out, in writing, their respective positions on any outstanding matters which, it was agreed, would be determined by the tribunal (or, with the parties' consent, EJ Broughton alone) on the papers.

Employment Judge Broughton

Date: 3 November 2022