



EMPLOYMENT TRIBUNALS

Claimant: Mr J Lombard

Respondent: Michael Lupton Associates Limited

Heard at: Leeds (by CVP)

Before: Employment Judge Shepherd

Members: Ms R Hodgkinson
Ms S Robinson

On: 16 March 2022
Representation

Claimant: In person
Respondent: Ms J Whitely (Solicitor Advocate)

REMEDY JUDGMENT

The unanimous judgment of the Tribunal is that the respondent is ordered to pay to the claimant the following sums:

Unfair dismissal

Basic Award
£862.40

Compensatory award

Loss of statutory protection – £500.00

Loss of earnings - £959.32

This is a gross figure and subject to tax and national insurance.

Increase on compensatory award for failure to follow the ACAS Code of Practice pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 20% – £291.86

Total award for unfair dismissal
£2613.58

Discrimination

Injury to feelings – £8,000

Increase for failing to follow the ACAS Code of Practice 20% – £1,600.00

Interest – £640.00

Total award for discrimination–
£10,240.00

Employment Judge Shepherd

Date: 16 March 2022