



# EMPLOYMENT TRIBUNALS

## REMEDY JUDGMENT

### BETWEEN

#### CLAIMANT

MR R HALPIN

V

#### RESPONDENT

EVERBRIGHT SUN HUNG KAI (UK)  
COMPANY LIMITED

HELD AT: LONDON CENTRAL  
(BY VIDEO)

ON: 28 & 31 OCTOBER 2022

EMPLOYMENT JUDGE: MR M EMERY

#### REPRESENTATION:

For the claimant: Mr N Bidnell-Edwards (Counsel)

For the respondent: Mr A Rhodes (Counsel)

## REMEDY JUDGMENT

The claimant is awarded the sum of **£179,124.00**

#### Compensatory award

1. Past loss of earnings  
1.07.20 - 31.10.22 – 28 months  
Net salary pcm: £5,850 x 28 = £163,800  
Less sums earned (102,664)

Total	£61,136
2. Interest on past loss of earnings 425 days – 61,136 x 425 x 8%	£5,694.86
3. Future loss of earnings 1.11.22 – 31.03.23 – 5 months	£6,259

Damages for whistleblowing detriment

4. Injury to feelings award	£17,000
5. Aggravated damages award	£2,000
6. Interest 20.09.19 - 31.10.22 = 1,136 days 19,000 x 8% / 365 x 1136 =	£4,730.74
Total	£23,730.74

ACAS Uplift – at 20%

7. Loss of income £73,089.86 x 1.2	£87,707.83
8. Injury and aggravated damages £23,730.74 x 1.2	£28,485.29

Grossing up – loss of earnings

9. 40% rate on £58,141 x100/60 =	£96,901.67
10. 45% rate on £29,566.83 x100/55 =	£53,575.87

TOTAL AWARD:

<b>Grossed up earnings:</b>	<b>£150,639</b>	
<b>Damages for detriment</b>	<b>£28,485</b>	
<b>TOTAL</b>		<b>£179,124</b>

**EMPLOYMENT JUDGE EMERY**

Dated: 19 January 2023

Judgment sent to the parties  
On: 19/01/2023

For the staff of the Tribunal office

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Notes

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 are published 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.