



EMPLOYMENT TRIBUNALS

Claimant

Respondent

RK

v

Imperial College Healthcare NHS Trust

Heard at: London Central (by video)

On: 6 and 7 March 2023

Before: Employment Judge P Klimov
Tribunal Member S Plummer
Tribunal Member M Simon

Representation:

For the Claimant: Mr D Chopra, lay representative

For the Respondent: Ms M Murphy, counsel

JUDGMENT

1. The Respondent must pay to the Claimant compensation for unfair dismissal in the amount of **£5,012.50** comprising:
 - (i) Basic award - £4,512.50, and
 - (ii) For loss of statutory rights - £500.
2. The Respondent must pay to the Claimant compensation for injury to feelings caused by the Respondent treating the Claimant unfavourably, by failing to fix an appeal hearing, because of something arising in consequence of the Claimant's disability in the amount of **£8,000**.

3. The Respondent must pay to the Claimant the statutory interest on the injury to feelings award calculated pursuant to Regulations 3 and 6(1)(a) of the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 from 1 October 2015 to 7 March 2023 in the total amount of **£4,758.79**.
4. The total compensation payable to the Claimant by the Respondent in satisfaction of all its liabilities in these proceedings is **£17,771.29**.

Employment Judge Klimov

7 March 2023

Sent to the parties on:

.07/03/2023

For the Tribunals Office

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 and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant (s) and respondent(s) in a case.