



# THE EMPLOYMENT TRIBUNAL

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**SITTING AT:** LONDON SOUTH

**BEFORE:** EMPLOYMENT JUDGE K ANDREWS  
sitting alone

**BETWEEN:**

Mr C Lockitt

Claimant

and

Dignity Funerals Ltd

Respondent

**ON:** 6 - 9 March 2023  
(days 3 & 4 by CVP)

**Appearances:**

**For the Claimant:** Ms C Hunt, Counsel

**For the Respondent:** Mr K Zaman, Counsel

## **LIABILITY & REMEDY JUDGMENT**

The claimant was unfairly but not wrongfully dismissed.

The appropriate remedy is compensation totalling **£43,350.60** payable within 14 days which is agreed by the parties to be calculated as follows:

<u>Basic Award:</u>	£ 14,986.00
Less 40% contribution	<u>£ (5,994.40)</u>
	£ 8,991.60

Compensatory Award:

Loss of earnings and pensions contributions to date (219 weeks)	£127,316
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Loss of statutory rights	£ 500
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Less earnings to date by mitigation	£ (43,459.25)
Plus net loss of future earnings and pension contributions (15 weeks)	£ 6,109.65
	<u>£ 90,466.40</u>
Plus 15% uplift (ACAS)	<u>£ 13,569.96</u>
	£104,036.36
Less 40% contribution	<u>£(36,196.56)</u>
	£ 62,421.82
After grossing up @ 40%	£ 99,022.36
Apply statutory cap:	<u>£34,359</u>
Total:	<b>£43,350.60</b>

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Employment Judge K Andrews  
Date: 9 March 2023

Note

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.