



# EMPLOYMENT TRIBUNALS

**Claimant** Mr J English

**Respondent:** Evonik Chemicals Limited

**Heard at:** Manchester Employment Tribunal **On: 11 May 2023**

**Before:** Employment Judge Cookson  
Ms Gallagher (*panel of two with the consent of the parties*)

## REPRESENTATION:

**Claimant:** In person  
**Respondents:** Kirsten Barry (counsel)

# JUDGMENT ON REMEDY

It is the unanimous decision of the Tribunal that:

The respondent is ordered to pay the claimant £13,727.33 which is calculated as follows:

1. Compensation for unfair dismissal
  - a. Basic award £7,532
  - b. Compensation for lost earnings £2,370.58
  - c. £350 for loss of statutory rights
  - d. The total of £10,252.58 then being subject to a reduction of 10% in light of our findings under s123(1) of the Employment Rights Act 1996 as set out in the judgment on liability
2. Compensation for the detriment contrary to s146 of the Trade Union and Labour Relations (Consolidation Act) 1988 (TULCRA) found in our judgment on liability £4,500.

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Employment Judge Cookson

Date: 12 May 2023

SENT TO THE PARTIES ON

22 May 2023

FOR THE TRIBUNAL 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2417553/2020**

Name of case: **Mr J English** v **Evonik Chemicals Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 22 May 2023

**the calculation day** in this case is: 23 May 2023

**the stipulated rate of interest** is: **8% per annum.**

For the Employment Tribunal Office