



EMPLOYMENT TRIBUNALS

Claimant: Mr Kingsley Okeke
Respondent: Ranc Care Home Limited
Heard at: East London Hearing Centre
On: 7 August 2023
Before: Employment Judge Crosfill
Members: Ms J Clark
Ms A Berry

Representation

Claimant: Mr U Muoma a Solicitor
Respondent: Ms S J Wood a Solicitor

REMEDY JUDGMENT

1. The Claimant is awarded the sum of £19,000 in respect of injury to feelings caused by the acts found by the Tribunal to be unlawful.
2. The Claimant's claims for additional awards including for personal injury, for losses associated with his divorce and his claim for aggravated damages do not attract any separate award.
3. The Claimant is entitled to interest on the sum of £19,000 from 19 August 2020 until 7 August 2023 a period of 1084 days at a rate of 8% amounting to a sum of $£19,000 \times 1084/365 \times 0.08 = £4,512.66$.
4. The Respondent is ordered to pay the Claimant the sum of £19,000 plus $£4,512.66 = £23,512.66$.
5. The Claimant acted unreasonably and caused a postponement of that part of the remedy hearing which would otherwise have dealt with his claim for loss of wages by failing to disclose documents relevant to the question of what, if any, loss he had suffered. The Claimant is ordered to pay the Respondent's legal costs of and occasioned by the need to postpone this issue to a further hearing. The amount of the said costs shall be determined at a further hearing if not agreed.

6. The issue of what, if any, pecuniary loss has been suffered by the Claimant as a consequence of the unlawful discrimination/wrongful dismissal shall be dealt with at a further remedy hearing.

Employment Judge Crosfill

18 August 2023