



EMPLOYMENT TRIBUNALS

REMEDY JUDGMENT

BETWEEN

CLAIMANT

MRS J FOLLOWS

RESPONDENT

NATIONWIDE BUILDING
SOCIETY

V

HELD AT: LONDON CENTRAL

ON: 9 – 10 January, 3 April, in chambers
13 April, & 26 April 2023

EMPLOYMENT JUDGE: MR M EMERY
MEMBER: MR G BISHOP

REPRESENTATION:
FOR THE CLAIMANT
FOR THE RESPONDENT

Mr M Green (Counsel)
Mr H Zovidavi (Counsel)

REMEDY JUDGMENT

The claimant is awarded the sum of **£345,708**

The calculation is as follows:

Compensatory Award

Loss of salary from EDT to 31 December 2021 – 206 weeks

EDT 15 January 2018 to 30 June 2018 – 24 weeks
 Gross salary 39,137.18
 Net salary 20,660.63

1 July 2018 to 30 June 2019
 Gross salary: 75,735
 Net salary 45,076.20

1 July 2019 to 30 June 2020
 Gross salary 78,767
 Net salary 47,824.40

1 July 2020 to 30 June 2021
 Gross salary 79,167
 Net salary 48,128.60

1 July 2020 to 31 December 2021
 Gross salary 40,375
 Net salary 24,483.68

1 January 2021 onwards – no loss

Total lost net salary 186,173.51

Loss of bonus to 31 December 2021

Total net bonus loss 9,635

Loss of pension contributions to 31 December 2021

e/er 16.42%; e/ee 14% 95,160.20

Loss of other benefits / expenses

PMI –
 £9,13 pw x 131 1,196.03

Death in service –
 8.48 pw x 210.35 1,783.77

Company car –
 89.5 x 79 7,070.50

Accident insurance –
 .0725 pw x 210.35 15.25

Contractual allowance –
 4 x 210.35 841.40

Expenses

Job seeking 1,184.25

Financial advice 2,500

Total other benefits / expenses 14,591.20

Loss of statutory rights 500

TOTAL PAST LOSSES 306,060.15

LESS –

Agreed net mitigation earnings (124,706.07)

Agreed pension contributions (11,811.09)

Agreed net bonus (14,886)

PILON (15,168.03)

Other income (1,070.19)

LESS total mitigation (167,641.38)

TOTAL PAST LOSS 138,418.77

ACAS uplift – @ 20% 27,684

Past losses incl. UPLIFT 166,102.52

LESS –

Enhanced redundancy payment
 less basic award (26,766.60)

ADD –

Interest past losses
 @ 2.64 years 29,424.69

A - TOTAL PAST LOSS AWARD 168,760.60

Non-Financial losses

Injury to feelings award	£15,000
ACAS Uplift @ 20% on injury to feelings	3,000
Interest @ 5.53 years	7,273.22

B - TOTAL NON-FINANCIAL LOSS **25,273.22**

TOTAL: A + B = 194,033.82

Agreed non-taxable elements

Injury attributable pre-dismissal	5,000
Uplift	1,000
Interest	2,654.40
C - TOTAL	(8,654.20)

Total taxable element

A + B – C =	185,379.62
Agreed tax band – 45%	
185,379.62 x 100 / 55	337,053.85
Add	8,654.20

GRAND TOTAL **£345,708**

EMPLOYMENT JUDGE M EMERY

Dated: 30 August 2023

Judgment sent to the parties
On

30/08/2023

For the staff of 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.

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