



EMPLOYMENT TRIBUNALS

Claimant: Miss K Karpal

Respondent: Chevron Energy Limited

Heard at: East London Hearing Centre (in public; by CVP)

On: 3 October 2023

Before: Employment Judge Gordon Walker
Members: Mr P Lush
Ms G McLaughlin

Appearances

For the claimant: in person

For the respondent: Ms R Levene, counsel

JUDGMENT

1. The respondent is ordered to pay the claimant the sum of £47,144.82.
2. The following sums were awarded to the claimant:
 - a. Past financial loss: £17,859.63
 - b. Injury to feelings: £16,000
 - c. 10% uplift for failure to follow ACAS code of practice on discipline and grievances at work (section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULR(C)A)): £3,385.96
 - d. Interest: £3,041.30
 - e. Total: £40,286.89
3. The agreed sum to gross up the amount of the award above the £30,000 tax threshold is £6,857.93.

Case Number: 3205019/2022

**Employment Judge Gordon Walker
Dated: 3 October 2023**