



EMPLOYMENT TRIBUNALS

Claimant: Mr D Ford
First Respondent: Ingenica Solutions Ltd
Second Respondent: Mr S O'Callaghan

Heard at: London Central

On: 1 to 2 February 2024

Before: Employment Judge Nash
Mr K Ghobti Ravandi
Mr P Alleyne

Representation

Claimant: Mr Murden of counsel
Respondent: Ms Duane of counsel

REMEDY JUDGMENT

1. The first respondent shall pay the claimant £25,000 as compensation for wrongful dismissal.
2. The first respondent shall pay the claimant in respect of unauthorized deductions from wages made up as follows
 - a. In respect of annual leave £6,997.40, such sum being net of statutory deductions
 - b. In respect of salary £49,038.46 such sum being net of statutory deductions
3. The first respondent shall pay the claimant £6,166.80 as a basic award for unfair dismissal.
4. The first respondent shall pay the claimant £571 as a compensatory award for unfair dismissal.
5. The recoupment provisions do not apply.
6. The respondents shall pay and be jointly and severally liable for compensation in respect of disability discrimination as follows:-
 - a. £15,000 for injury to feelings not in connection with dismissal (pursuant to section 401 ITEPA 2003)
 - b. £3,000 for injury to feelings in connection with dismissal (pursuant to section 401 ITEPA 2003)

- c. £21,828.06 for financial losses
 - d. Interest of £2247.23
7. The first respondent shall pay the claimant compensation in respect of disability discrimination as follows:-
- a. £2,000 for injury to feelings not in connection with dismissal (pursuant to section 401 ITEPA 2003)
 - b. Interest of £247.23
8. Accordingly, the total payable by both respondents to the claimant for which they are jointly and severally liable under this judgement is £20,153.28
9. The total payable by the first respondent under this judgement to the claimant is £113,449.60.

Employment Judge Nash

Date 2 February 2024

JUDGMENT SENT TO THE PARTIES ON

.....9 February 2024.....

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FOR THE TRIBUNAL OFFICE

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