



# EMPLOYMENT TRIBUNALS

**Claimant:** JKL  
**Respondent:** Comfort Care Recruitment and Training Ltd  
**Heard at:** Watford Employment Tribunal (In Public; In Person)  
**On:** 5 February 2024  
**Before:** Employment Judge Quill; Ms Hancock; Mr Wharton

## Appearances

For the Claimant: In Person  
For the respondent: Mr Turpin, Litigation Consultant

# JUDGMENT

1. The Respondent is ordered to pay the Claimant the sum of £31,120.88 within 14 days of the date that this judgment is sent to the parties.
2. The Recoupment Regulations do not apply.
3. The above figure is the amount which we intend the Claimant to receive after tax. It has not been grossed up because we have decided that there will be no tax liability (and that the Respondent can and should pay the sum without deduction for PAYE). If either party comes to the view that the payment will be subject to any income tax, then they are at liberty to apply for reconsideration and request grossing up.
4. In accordance with section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992, we applied a 10% uplift. The above figure takes account of that.
5. The breakdown of the above figure was as follows:
  - 5.1. Financial loss to date of remedy hearing: £4491.04 + 10% = £4940.14
  - 5.2. Interest on past financial loss: £276.10
  - 5.3. Future loss: £202.28 + 10% = £222.51

5.4. Injury to Feelings: £21,000 plus 10% = £23,100

5.5. Interest on injury to feelings: £2582.13

6. Reasons were given orally. Written reasons have been requested and will be sent in due course.

## **Employment Judge Quill**

Date: 6 February 2024

JUDGMENT SENT TO THE PARTIES ON  
.....21 February 2024.....

.....  
FOR THE TRIBUNAL OFFICE

### **Public access to employment tribunal decisions**

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. If there are written reasons for the judgment, they are also published.

### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge.

There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>