



EMPLOYMENT TRIBUNALS

Claimant: Ms R Wright-Turner

Respondents: London Borough of Hammersmith and Fulham (1)
Ms K Dero (2)

Heard at: London Central

On: 9-11, 16-18 & 23-25 January 2024

Before: Employment Judge Khan
Ms S Plummer
Mr D Kendall

On: 6 February and 7 March 2024

Before: Employment Judge Khan

Representation

Claimant: Mr B Collins KC, counsel

Respondent: Mr P Epstein KC, counsel

JUDGMENT ON REMEDY

The judgment of the Tribunal is that the claimant is ordered to pay the claimant the total amount of **£3,780,587.39**, as set out below, by no later than 4 April 2024.

Description	Amount
1. Pecuniary losses – Past	£454,813.16
1.1. Past loss of earnings	£327,631.34
1.2. Mortgage interest losses	£92,006.00
1.3. Loans	£10,320.00
1.4. Miscellaneous losses	£24,855.82
2. Pecuniary losses – Future	£1,562,025.60
2.1. Future loss of earnings	£895,649.40

2.2. Loss of pension	£630,662.20
2.3. Mortgage interest rates	£13,484.00
2.4. Therapy costs	£22,230.00
3. Non-pecuniary losses	£155,000.00
3.1 Injury to feelings	£60,000.00
3.2 Aggravated damages	£20,000.00
3.3 Psychiatric injury	£60,000.00
3.4 Exemplary damages	£15,000.00
4. ACAS uplift	£271,479.85
5. Interest	£151,953.00
6. Grossing up for tax	£1,985,315.78
7. Total compensation awarded	£4,580,587.39
8. Total adjusted for interim payment received by the claimant	£3,780,587.39

Notes on this judgment:

1. The amounts enumerated at 1.1, 2.1, 2.2 and 5 have been agreed by the parties, based on the relevant findings made by the Tribunal.
2. The calculation for grossing up (6) has been made on the basis that the total sum to be grossed up for tax is £2,475,271.61 (as tax is not payable on £120,000 of the award). It comprises the following elements: (i) £12,567.50 (in respect of the first £50,270); (ii) £49,913.33 (in respect of the next £74,870); (iii) £1,922,834.95 (in respect of the remaining £2,350,131.61).
3. Written reasons shall be provided.

Employment Judge Khan

12.03.2024

JUDGMENT SENT TO THE PARTIES ON: 13th March 2024