



EMPLOYMENT TRIBUNALS

Claimant: Edith Edimo Joseph

Respondent: Limitless Healthcare Services Limited

AT A REMEDY HEARING

Heard at: Leeds by CVP video conferencing **On:** 22nd February 2024
Before: Employment Judge Lancaster

Representation

Claimant: Dr OTaiwo, lay representative

Respondent: Mr A Williams, Peninsula Business Services

JUDGMENT

1. The Respondent's application for an extension of time in which to serve a Response and for the judgment of Employment Judge Wade, made under rule 21 of the Employment Tribunal Rules of Procedure 2013 and dated 11th January 2024, consequently to be set aside, is dismissed on withdrawal.
2. The Claimant's application to add Ms Lillian Mutambo as an individual Respondent to the claims of discrimination is dismissed on withdrawal.
3. Further to the judgment of Employment Judge Wade the Respondent is ordered to pay additional compensation as follows:
 - 3.1 Automatically Unfair Dismissal:
 - 3.1.1 Loss of net earnings to date, 19 weeks and 2 days at £375.40 net per week (£22,500 gross per annum equates to £19,521.00 net) £7282.76
 - 3.1.2 6 months future loss of net earnings £9,760.00
 - 3.2 Direct race and sex discrimination
 - 3.2.1 Injury to feelings £33,700.00
 - 3.2.2 Interest at 8 per cent per annum from 30th April 2023 to date (299 days) £2,208.50

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3.3 Total further award

£52,951.50

4. There is no award of aggravated damages.

5. There is no uplift for unreasonable failure to comply with the ACAS code of practice in respect of the grievance raised on the effective date of termination, 3rd October 2023.

EMPLOYMENT JUDGE LANCASTER

DATE 22nd February 2024

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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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Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.