



# THE EMPLOYMENT TRIBUNAL

---

**BETWEEN**

**Claimant**

**and**

**Respondent**

**Miss T Macdonald**

**TMSG Limited t/a Tu Care**

**Held at London South**

**On 8 9 and 10 April 2024**

**BEFORE: Employment Judge Siddall  
Mrs N Christofi  
Mr K Murphy**

## **Representation**

**For the Claimant: In person**

**For the Respondent: Ms J Doxford**

## **JUDGMENT**

The decision of the tribunal is that:

1. The claim for discrimination arising from a disability under section 15 of the Equality Act 2010 is well founded and it succeeds.
2. The Claimant is awarded three months' loss of earnings and pension contributions in the amount of £3615.30.
3. The Claimant is awarded a sum for injury to feelings in the amount of £5000.
4. The tribunal awards interest on the above sums in the amounts of £26.30 and £737 respectively.
5. The total award made to the Claimant is £9379.10.

6. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply to this award.
7. The amount of the prescribed element is £3615.30
8. The dates of the period to which the prescribed element is attributable is 17 June to 16 September 2022.
9. The amount by which the monetary award exceeds the prescribed element is £5763.80.

---

Employment Judge Siddall  
Date: 10 April 2024