



EMPLOYMENT TRIBUNALS

Claimant: Mr Leonard Peter Garland

Respondent: City Facilities Management (UK) Ltd

Heard at: Bristol (by video) **On:** 15, 16 and 17 April 2024

Before: Employment Judge Street

Appearances:

For the Claimant: in person and
Ms L Berry (daughter)

For the Respondent: Mrs G Holden

JUDGMENT

The claims in respect of unfair constructive dismissal and disability discrimination succeeds. The Respondent is Ordered to pay the Claimant the sum of £7,536.90 in respect of the unfair dismissal and £6,785.00 in respect of the disability discrimination. The total that the Respondent is Ordered to pay the Claimant is £14,321.90.

Employment Judge Street

17 April 2024

JUDGMENT SENT TO THE PARTIES ON
08 May 2024 By Mr J McCormick

FOR THE TRIBUNAL OFFICE

Elements of Award

<i>Net weekly pay</i>	£120.65	
<i>Gross weekly pay</i>	£143.85	
<i>Annual net pay</i>	£6273.80	
<i>Annual gross pay</i>	£7,480.20	<i>(statutory cap)</i>
<i>Basic award for unfair dismissal</i>	£863.10	
<i>Compensatory award for unfair dismissal</i>		
<i>One year's net earnings</i>	£6,273.80	
<i>Loss of statutory rights</i>	400.00	
<i>Total compensatory award</i>	£6,673.80	
<i>Total unfair dismissal award</i>		£7,536.90
<i>Injury to feelings</i>	£6,000.00	
<i>8% @ 85 weeks</i>	£785.00	
<i>Total</i>		£6,785.00
<u>Total sum Ordered to be paid</u>		<u>£14,321.90</u>

Recoupment does not apply

TAX

The injury to feelings award is not made in respect of termination of employment and is not subject to tax. The basic award of unfair dismissal is not subject to tax. The compensatory award is below £30,000 and so is tax free.

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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/>