



EMPLOYMENT TRIBUNALS

Claimant: Mr R De Guzman
Respondent: Care UK Community Partnership Ltd
Heard at: London South Employment Tribunal
On: 30 April 2024
Before: Employment Judge Dyal, Mrs Beeston, Mrs Hazzard
Representation:
Claimant: in person
Respondent: Mr Webster, Counsel

REMEDY JUDGMENT

1. The Respondent shall pay to the Claimant the sum of £40,670.65 as set out in the table below:

Basic award for unfair dismissal	£4,950.40
Compensatory award for unfair dismissal (nil because s.126 Employment Rights Act 1996 applies)	£0.00
Compensation for victimisation: loss of earnings following dismissal	£3,565.20
Uplift on past loss of earnings for breach of ACAS code: 10%	£356.52
Interest on past loss of earnings	£409.58
Compensation for victimisation: injury to feelings (relates to dismissal alone)	£22,000
Uplift on injury to feelings for breach of ACAS code: 10%	£2,200

Interest on injury to feelings	£5,054.82
Total before grossing up	£38,536.52
Total after grossing up First £30,000 is understood to be taxation free so does not need to be grossed up. - £8,536.52 x 1.25 (Claimant is a basic rate taxpayer) = £10,670.65	£40,670.65

Employment Judge Dyal

Dated: 30 April 2024