



EMPLOYMENT TRIBUNALS

Claimant

Respondents

Mrs S Williams

v

**Herefordshire and
Worcestershire Health and
Care NHS Trust**

Heard at: **Birmingham**

On: **14 June 2024**

Before: **Employment Judge Kenward
Mr I Morrison
Mr J Reeves**

Appearances

For the Claimant: **Mr R Winspear, Counsel**

For the Respondents: **Ms A Akers, Counsel**

REMEDY JUDGMENT

1. The unanimous Judgment of the Tribunal is as set out below.
2. Following the Judgment on liability dated 14 February 2024, the Tribunal orders the Respondent, by 12 July 2024, to pay the Claimant compensation for indirect disability discrimination amounting to £21,700.06, comprising of
 - (1) an award for injury to feelings in the sum of £15,000.00;
 - (2) interest on the award for injury to feelings in the sum of £2827.73 calculated at 8% per annum from 14 February 2022 (the midpoint of the period between 9 December 2021 and 22 April 2022) and 14 June 2024;
 - (3) an award in respect of past financial loss (loss of earnings) for the period between 1 May 2022 and 30 September 2022 in the sum of £273.21;
 - (4) interest on the award for past financial loss (loss of earnings) in the sum of £41.85 calculated at 8% per annum from 15 July 2022 (the midpoint between 1 May 2022 and 30 September 2022);
 - (5) an award in respect of past financial loss (loss of employer's pension contributions) for the period between 22 April 2022 and 14 June 2024 in the sum of £2,695.00;
 - (6) interest on the award for past financial loss (loss of employer's pension contributions) in the sum of £230.95 calculated at 8% per annum from 19 May 2023 (the midpoint between 22 April 2022 and 14 June 2024)
 - (7) an award in respect of future financial loss (loss of employer's pension contributions) for the period between 15 June 2024 and 14 December 2024 in the sum of £631.37.



Case Number: 1303251/2022

Signed

Employment Judge Kenward

Dated 18 June 2024

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/>