



EMPLOYMENT TRIBUNALS

Claimant: Mr. G. R. Salietti

Respondent: London Underground Ltd

Heard at: Watford by CVP

**On: 24, 25 June 2024
10 July 2024**

Before: Employment Judge S. Matthews

**Members: Ms. P. Alford
Mr. J. Hutchings**

Representation

Claimant: In Person

Respondent: Miss Tharoo (Counsel)

JUDGMENT

1. Liability in this case was determined at a final hearing in January and February 2024 and set out in a Judgment dated 4 March 2024.
2. The claimant succeeded in respect of his complaints of unfair dismissal, discrimination arising from disability and failure to make reasonable adjustments.
3. The hearing was listed to consider and determine remedy. The Tribunal made relevant factual findings and the reasons for those factual findings were given orally at the hearing.
4. The Tribunal awards compensation as set out below. All awards fall under the Equality Act 2010 with the exception of the basic award.

Basic award: £3808

An award for Injury to Feelings: £25,000.

Interest on Injury to Feelings: £5589.04

Financial Losses from 25 September 2021 to 12 March 2022: £6817.17

Interest on Financial Losses: £762.03

Loss of Statutory Rights: £500

Total £42,476.24

5. The Respondent will ensure that the TfL Pension Fund pay to the Claimant any sums due to him for the period 12/3/22 to 10/7/24 based on an annual pension of £7,633.38 by 31 July 2024 and shall make future payments to him based on this figure (as amended from time to time in accordance with the terms of the pension scheme).
6. The calculations for the sums set out above were explained orally at the hearing.

Employment Judge **S. Matthews**

Date 10 July 2024

JUDGMENT SENT TO THE PARTIES ON
27 August 2024

FOR THE TRIBUNAL OFFICE

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/>