



Reference number  
2303039-2023

# EMPLOYMENT TRIBUNALS

London South Employment Tribunal

10th October 2024 (video)

**Claimant:** Gary Normile  
**Respondent:** Let's Go Green Cabs Ltd

## REMEDY HEARING

**Before:** Judge M Aspinall (sitting alone as an Employment Judge)

**Appearances:** Mr G Normile, in person  
Ms H Compton, Counsel for Respondent

## JUDGMENT ON REMEDY

1. Further to the judgment on liability dated 28 October 2023 and sent to the parties on that date, which made no final determination on remedy, and upon having heard submissions from the parties at the remedy hearing on 10 October 2024, it is adjudged that the respondent shall pay to the claimant the gross sum of **£4,986.86** in two equal instalments, the first to be paid within 7 days and the second no more than one month after the first instalment.
2. The claimant shall be liable to account to HMRC for any tax and national insurance properly payable once he has received the full payment.
3. The breakdown of the sum due is provided in the appendix to this judgment.

**Judge M  
Aspinall Thursday, 10th  
October 2024**

**Date Sent to  
Parties  
14<sup>th</sup> October  
2024**

**For the Tribunal  
Office  
P Wing**

### Written reasons

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 and judgments**

Judgments and reasons for judgments (except those given under Rule 52) of the Employment Tribunal are published in full. These can be found online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties in a case.

### **Recording and transcription**

Where 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. More information is available online at:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions> in the joint Presidential Practice Direction on the *Recording and Transcription of Hearings* and accompanying guidance.

## BREAKDOWN OF AWARD

### 1. Details

Date of birth of claimant	12/06/1981
Date started employment	28/09/2020
Effective Date of Termination	31/03/2023
Period of continuous service (years)	2
Age at Effective Date of Termination	41
Date new equivalent job started or expected to start	30/04/2023
Remedy hearing date	10/10/2024
Date by which employer should no longer be liable	30/04/2023
Statutory notice period (weeks)	2
Net weekly pay at EDT	523.92
Gross weekly pay at EDT	700.00
Gross annual pay at EDT	36,400.00

### 2. Basic award

Basic award	1,142.00
Number of qualifying weeks (2) x Gross weekly pay (571.00)	
<b>Total basic award</b>	<b>1,142.00</b>

### 3. Compensatory award (immediate loss)

Loss of net earnings	
Number of weeks (4.3) x Net weekly pay (523.92)	2,252.86
Plus loss of statutory rights	450.00
Plus loss of pension	0.00
Pension loss	0.00

**Total compensation (immediate loss) 4. 2,702.86**

### Adjustments to total compensatory award

<b>Compensatory award before adjustments</b>	<b>2,702.86</b>
<b>Total adjustments to the compensatory award</b>	<b>0.00</b>
<b>Compensatory award after adjustments</b>	<b>2,702.86</b>

### 5. Failure to provide written particulars

Number of weeks (2) x Gross weekly pay (571.00)	1,142.00
<b>Total</b>	<b>1,142.00</b>

### 6. Summary totals

Basic award	1,142.00
-------------	----------

Compensation award including statutory rights	3,844.86
---	----------

---

<b>Total</b>	<b>4,986.86</b>
--------------	-----------------

---

<b>AFTER COMPENSATION CAP OF -£36,400.00 (GROSS</b>	<b>4,986.86 ANNUAL PAY)</b>
---	-----------------------------