



# EMPLOYMENT TRIBUNALS

**Claimant:** Z

**Respondent:** HRS Family Law Solicitors Limited

**Heard at:** Birmingham

**On:** 21 to 22 November 2024

**Before:** Employment Judge Edmonds  
Mr D Spencer  
Dr G Hammersley

## Representation

Claimant: In person

Respondent: Mr A MacMillan, counsel

# JUDGMENT - REMEDY

Please note that there is an Anonymity Order and Restricted Reporting Order in place in respect of these proceedings, which were amended during the course of the liability hearing with the final version being dated 22 July 2024.

1. The claimant is awarded the sum of **£37,496.58**. This sum is comprised of:

- a. £25,000 in respect of injury to feelings;
- b. An uplift of £25% for failure to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures, amounting to £6,250, taking the total to £31,250; and
- c. Interest at the 8% judgment rate from 26 May 2022 to 22 November 2024, amounting to:

$$£31,250 \times \frac{8\%}{365} \times 912 \text{ days} = £6,246.58$$

**Employment Judge Edmonds**

**Date: 22 November 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](http://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/>