



EMPLOYMENT TRIBUNALS

Claimant: Mr John Rai

Respondent: Aramark Defence Services Limited

Heard at: London South Tribunal

On: 12th December 2024

by: CVP

Before: Employment Judge Clarke (sitting alone)

Representation

Claimant: Mr J Rai (in person)

Respondent: Mr Mellis (Counsel)

The merits hearing of this claim took place on 13th, 14th and 15th November 2024 and judgment on liability was given on that date. A further hearing took place on 12th December 2024

JUDGMENT ON REMEDY

- (1) The Claimant's request for re-instatement is refused as not being practicable or just.
- (2) The Claimant's request for re-engagement is refused as not being practicable or just.
- (3) The Respondent shall pay to the Claimant the following sums:
 - (a) a basic award of **£2,359.20**
 - (b) A compensatory award of **£21,785.98**

Note that these are the actual sums payable to the Claimant after any deduction or uplifts have been applied.

Note the Claimant is not understood to have claimed any recoupable benefits during the period of his unemployment.

- (5) The Respondent shall make a further payment to the Claimant pursuant to Rule 76(3) of the Tribunal Rules in the total sum of **£440.00** calculated as follows:

10 hours preparation time x £44.00 preparation time rate

—
Employment Judge Clarke
Date: 15th December 2024

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.