



EMPLOYMENT TRIBUNALS

Claimant
Mr Andre Merrick

v

Respondent
Royal Mail Group LTD

Heard at: Southampton Employment Tribunal (By CVP)

On: 10 January 2025

Before: Employment Judge Rayner
Mrs C Earwaker
Mr K Sleeth

Appearances

For the Claimant: Miss Parsons, Claimants friend

For the Respondent: Mr A Burgess, Solicitor

JUDGMENT On Remedy

1. The claimant is awarded compensation for constructive unfair dismissal as follows:

Basic award		£3303.20
Loss of statutory rights		£500.00
Compensatory award		
Loss of earnings including pension loss of £2164.82	£20,979.94	
25% ACAS uplift	£26,224.93	
Maximum award with application of statutory cap	£22,590.36	£22,590
Statutory Cap (52 weeks x gross pay of £434.43)		
Total award for unfair dismissal		£25,893.56



2. The claimant is awarded compensation for injury to feeling for race discrimination of £16,000.00.
3. The claimant is awarded Interest on the Injury to feeling award at rate of 8% for 2 ¼ years of £2880.00
4. The total award now payable to the claimant by the Respondent is therefore £44,773.56.

Employment Judge Rayner

Dated: 13 January 2025

Sent to the parties on

20 February 2025

By Mr J McCormick

For the Tribunal

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.