



# EMPLOYMENT TRIBUNALS

**Claimant: Ms K Rockell**

**Respondent: Maximus UK Services Limited**

**Heard at:** Cardiff Employment Tribunal (by video-link)  
**On:** 2 April 2025

**Before:** Employment Judge E Macdonald  
Mrs G Rees  
Mrs J Kiely

## Appearances

For the Claimant: Ms Rockell (litigant in person)

For the Respondent: Ms Duane of Counsel

# REMEDY JUDGMENT

1. The Respondent is ordered to pay to the Claimant the following sums:
  - a. In respect of injury to feelings: **£2,500**
  - b. In respect of interest on injury to feelings, calculated at 8% from 11 August 2023 to 2 April 2025, a period of 601 days at an annual rate of £200: **£329.32**
  - c. In respect of financial losses in the period 11 August 2023 – 31 December 2023 (no further loss being established after that point): **£1,886.57**, calculated based on earnings but for the dismissal of £374.31/week (net):
    - i. From 11 August 2023 – 31 September 2023: 7 weeks, £2,620.20
    - ii. From 1 October – 31 October 2023: £246.56
    - iii. From 1 November – 30 November 2023: £5.77
    - iv. From 1 December – 31 December 2023: £29.89The above sums are then reduced by 35% to reflect the chance that the Claimant might have been dismissed in any event.
  - d. In respect of interest on financial losses, calculated at 8% from the mid-point between 11 August 2023 and 2 April 2025, a period of 300.5 days at an annual rate of £150.93: **£124.46**
2. The total sum payable is (£2,500 + £329.32 + £1,886.57 + £124.46) = **£4,840.05**.

Approved by:

**Employment Judge E Macdonald**

14 April 2025

JUDGMENT SENT TO THE PARTIES

ON

15 April 2025

Kacey O'Brien

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)