



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Mullinger

**Respondent:** Ministry of Justice

**HELD AT:** Middlesbrough

**ON:** 16-19 June 2025

**BEFORE:** Employment Judge Aspden  
Mr S Moules  
Mr S Wykes

**REPRESENTATION:**

**Claimant:** Mr Rudd, counsel

**Respondent:** Mr McLean, counsel

## JUDGMENT

The unanimous judgment of the Tribunal is that the Respondent is ordered to pay to the Claimant the sum of £ £444,959.76 made up as set out in the schedule attached.

Employment Judge Aspden

Date 19 June 2025

### 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/>

Schedule		Total
Basic award:		£2,503.02
Past Loss of earnings:		
-	17/4/23 - 31/3/24	£25,500
-	1/4/24 - 16/10/24	£15,148
-	17/10/24 - 31/3/25	£22,181
-	31/3/25 – 17/6/25	£6,156
-	Less earnings and benefits	-£17,651
Total Past loss of earnings		£51,334.00
Future loss of earnings:		
-	26 weeks @ £559.68	£14,551.68
-	26 weeks @ £145.84	£3,791.84
Total future loss of earning		£18,343.52
Loss of statutory rights		£500
Past loss of pension		£20,599.67
Future loss of pension 70% of £335,258.49		£234,680.94
ITF		£15,000
Interest; Act of discrimination 14/3/23, EDT 17/4/23		
C was paid £17,914.39 on 28/10/24 and £13,174.28 on 13/11/24.		
On £15,000 ITF 14/3/23 – 28/10/24		
-561 days:	$0.08/365 \times £15,000 \times 561$	£1,844.38
On £10,000 ITF 29/10/24 – 19/6/25		
-234 days:	$0.08/365 \times £10,000 \times 234$	£512.88
On Stat rights and loss of earnings and past loss of pension		
To 28/10/24		
	$0.08/365 \times £12,914.39 \times 561/2$	£793.97
To 13/11/24		
	$0.08/365 \times £13,174.28 \times 577/2$	£833.05
From 14/11/24 to 19/6/25 218 days		
Remaining past loss of earnings and past pension loss		
$£51,334 + £20,599.27 - £26,088.67 = £45,844.60$		

From 17/4/23 – 19/6/25 795 days

$0.08/365 \times £45,844.60 \times 795/2$  £3,994.13

Total Interest £7,978.41

TOTAL AWARD £350,939.56

Grossing up

Total amount payable £350,939.56 of which C has received £31,088 as an interim payment leaving £319,851.56 to be paid. £30,000 tax free amount applied to interim payment no tax payable on remaining £1,088.67 as falls within personal allowance for tax year 24/25.

Personal allowance 25/26 £12,570 leaving £307,281.56 taxable.

£37,700 @ 20% £7,540

£74,870 @ 40% £29,948

£194,711.56 @ 45% £87,620.20

Total Grossing up £125,108.20

TOTAL AWARD £476,047.76

TOTAL DUE £444,959.76