



# EMPLOYMENT TRIBUNALS

**Claimant:** **Mr S Lewis**

**Respondent:** **Openreach Limited**

**Heard at:** **Cardiff ET** **On:** **10<sup>th</sup> December 2025**

**Before:** **Employment Judge J Bromige**

**Representation**

Claimant: **In Person**

Respondent: **Mr C Howells (Counsel)**

## JUDGMENT

1. Following from the Tribunal's judgment dated 28<sup>th</sup> September 2025, and a remedy hearing heard on 10<sup>th</sup> December 2025, the Respondent must pay the Claimant the sum of £25,184.12 by way of compensation for unfair dismissal pursuant to ss.122 and 123 ERA 1996. This consists of the following sums:
  - a. Basic Award of £1326.92
  - b. Past loss of earnings of £12,199.67 (a period of 44 weeks)
  - c. Future loss of earnings of £8,318.10 (a period of 30 weeks)
  - d. Past Pension Loss (combined employer and employee) of £4,378.44 (a period of 44 weeks)
  - e. Future Pension Loss of £2985.30 (a period of 30 weeks)
  - f. Mileage for a period of 64 weeks of £1,440.00
  - g. Loss of Statutory Rights - £500
  - h. Less 20% for contributory fault on items (b) – (g)
2. The award is calculated as follows:
  - a. Basic Award – 2 years qualifying service x £663.46
  - b. Past Loss of Earnings – 44 weeks x £227.27
  - c. Future Loss of Earnings – 30 weeks x £227.27
  - d. Pension Loss – 74 weeks x £99.51
  - e. Contributory Fault - £5,964.30

Approved by:

**Employment Judge J Bromige**

**10<sup>th</sup> December 2025**

JUDGMENT SENT TO THE PARTIES  
ON

16 December 2025

Miriam Drake  
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/)