



EMPLOYMENT TRIBUNAL

Claimant: Mr D Gilbert
Respondent: Department For Transport

Before: Employment Judge Corrigan
(Sitting Alone)

Representation

Claimant: In person
Respondent: Ms Moore, Counsel

HEARD at London South by video

On: 8 January 2026

REMEDY JUDGMENT

1. Following the decision that the respondent unfairly dismissed the claimant the claimant is awarded compensation of £78,339.38 to be paid by the respondent to the claimant.
2. This award consists of:

Basic award: £13,824.50

Compensatory award: £64,514.88

3. The compensatory award is calculated as follows:

loss of earnings	£39,403.63
(9 months' net pay - £30,704.13 & 3 months' net pay reduced by 15% - £8,699.50)	
loss of pension	£13,516.73
(9 months' pension - £10,532.52 & 3 months' pension reduced by 15% - £2,984.21)	
Loss of statutory rights	£500
Subtotal	£53,420.36
Uplift of 10% (breach of ACAS Code of Practice)	£5,342.04
Subtotal	£58,762.40
Grossing up of sums over £30,000	£5752.48
Total	£64,514.88

4. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:

a. The total monetary award (i.e. the compensatory award plus basic award) payable to the claimant for unfair dismissal is £78,339.38.

b. The prescribed element is £39,403.63.

c. The period of the prescribed element is from 10 January 2024 to 9 January 2025.

d. The difference between (a) and (b) is £38,935.75.

Approved by
Employment Judge Corrigan

13 January 2026

Date sent to the parties: 04 February 2026

Anthea Simpson
For the Tribunal Office

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 Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.

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/>