



EMPLOYMENT TRIBUNALS

Claimant: Mr P Humphreys

Respondent: Walter Miles Electrical Engineers Ltd

Heard at: Midlands East **On:** 13 August 2026

Before: Employment Judge Brewer

Representation

Claimant: In person

Respondent: Ms N Akhtar, Litigation Consultant

JUDGMENT ON REMEDY

The judgment of the Tribunal is as follows:

1. The respondent shall pay to the claimant compensation in the sum of £38498.75¹.

Calculation of compensation:

I set out here how the above has been calculated.

1. Compensation for 2 weeks net pay: £1,904.00
2. Compensation for partial loss of wages for 19 weeks @ £39.00 per week: £741.00
3. Compensation in respect of the loss of the company car: £5850.00
4. Injury to feelings: £20,000.00
5. Uplift of 25 % for failure to follow the ACAS Code relating to the dismissal and failure to deal with the grievance: £7,123.75
6. Interest on the injury to feelings award: £2,375 (interest on the award plus the uplift) – see footnote
7. Interest on the balance: £505.00 (interest on the award plus the uplift) – see footnote

¹ Note: after the hearing I revised the interest calculation as my original calculation did not take into account the ACAS uplift.

Approved by:
Employment Judge Brewer
Dated: 13 August 2026
Sent to the parties on
...12 September 2026.....
For the Employment Tribunal
...Elliot Barker.....

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 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/>