



EMPLOYMENT TRIBUNALS

Claimant

Respondent(s)

Miss S James

v (1)
(2)

Marc Limited
Mr C Jones

Heard at: London Central Employment Tribunal **On:** 24 September 2019

Before: Employment Judge Davidson

Representation

For the Claimant: Mr D Brown of Counsel
For the First Respondent: did not attend
For the Second Respondent: did not attend

JUDGMENT ON REMEDY

The First Respondent's defence to the Claimant's claims of unfair dismissal, sex discrimination, disability discrimination and money claims having been struck out and Judgment in Default having been entered against the Second Respondent in relation to the Claimant's disability discrimination and sex discrimination claims, the tribunal considered the issue of remedy.

The judgment of the tribunal is that the respondents are ordered to pay to the claimant the following sums:

Basic award (First Respondent only)	2,100.00
Compensation for loss of earnings (after deduction for notice pay received and sums received in mitigation)	55,000.00
Injury to feelings	20,000.00
Loss of statutory rights (First Respondent only)	500.00
TOTAL (before grossing up)	77,600.00

The Respondents are jointly and severally liable for the Compensation and Injury to Feelings awards. Only the First Respondent is liable for the basic award and loss of statutory rights award.

In order for the Claimant to receive these sums after tax, the amount must be grossed up. Assuming a tax rate of 20%, the grossed-up amount is **£89,500**.

Employment Judge Davidson

Dated: 24th Sept 2019

Sent to the parties on:

25/09/2019

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For the Tribunal Office