



EMPLOYMENT TRIBUNALS

Claimant: Mr D Wright and Others

Respondent: Purple Parking Limited

CERTIFICATE OF CORRECTION

Employment Tribunals Rules of Procedure 2013

Under the provisions of Rule 69, the judgment on remedy sent to the parties on 31 January 2014 is corrected in relation to the dates of the hearing as set out at the top of the first page. Substitute "December" for "January". The correct dates of the hearing should read "8 – 17 January 2014."

Employment Judge Bedeau

Date

SENT TO THE PARTIES ON

15/4/14

FOR THE TRIBUNAL OFFICE

Important note to parties:

Any dates for the filing of appeals or reviews are not changed by this certificate of correction and corrected judgment. These time limits still run from the date of the original judgment, or original judgment with reasons, when appealing.



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Wright and Others

v

Purple Parking Ltd

Heard at: Watford

On: 8 - 17 January 2014

Before: Employment Judge Bedeau

Members: Mr S Bury
Mr P Jackson

Appearances

For the Claimants:

Ms K Gardener, Counsel on behalf of: Mr Thomas; Mr Cousins; Mr G Davies; Mr Reynolds; Mr Delicata; Mr Fox; Mr Morton and Mr Wright

Mr E Small, claimant and lay representative on behalf of: Mr Barrow; Mr Abrahams; Mr Flood; Mr Govus; Mr King; Mr Fenton; Mr B Davies; Mr Paisley and Mr Flynn

Mr C Shepherd, In Person

For the Respondent: Mr D Van Heck, Counsel

JUDGMENT ON REMEDY

1. The respondent is ordered to pay the sums listed below to each claimant in respect of their unfair dismissal and direct age discrimination complaints:

- 1.1 Mr W Thomas, case number 2702917/2012, the sum of £41,202.10 made up of:

Basic Award	£ 4,615.44
Compensatory Award	£20,501.02
Injury to Feelings plus Interest	£12,085.64
Aggravated Damages	£ 4,000.00
Total	£41,202.10

- 1.2 Mr M J Cousins, case number 3302934/2012, the sum of £22,058.62 made up of:

Basic Award	£ 3,664.50
Compensatory Award plus interest	£ 4,322.75
Injury to Feelings plus Interest	£ 10,071.37
Aggravated Damages	£ 4,000.00
Total	£22,058.62

- 1.3 Mr G J Davies, case number 3302278/2012, the sum of £30,658.45 made up of:

Basic Award	£ 5,454.00
Compensatory Award plus interest	£10,125.95
Injury to Feelings plus Interest	£11,078.50
Aggravated Damages	£ 4,000.00
Total	£30,658.45

- 1.4 Mr E Small, case number 3302895/2012, the sum of £24,122.43 made up of:

Basic Award	£ 335.07
Compensatory Award plus interest	£ 9,715.99
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£24,122.43

- 1.5 Mr J R Flynn, case number 3302894/2012, the sum of £40,790.83 made up of:

Basic Award	£ 6,381.38
Compensatory Award plus interest	£20,338.08
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£40,790.83

- 1.6 Mr J E Barrow, case number 3302832/2012, the sum of £18,936.92 made up of:

Basic Award	£ 2,950.35
Compensatory Award plus interest	£ 1,915.20
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£18,936.92

- 1.7 Mr J J Abrahams, case number 3302842/2012, the sum of £34,412.58 made up of:

Basic Award	£ 1,695.00
Compensatory Award plus interest	£18,646.21
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£34,412.58

- 1.8 Mr B Davies, case number 3302867/2012, the sum of £21,668.05 made up of:

Basic Award	£ 2,228.58
Compensatory Award plus interest	£ 5,368.10
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£21,668.05

- 1.9 Mr A Paisley, case number 3302934/2012, the sum of £25,580.85 made up of:

Basic Award	£ 1,397.28
Compensatory Award plus interest	£10,112.20
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£25,580.85

- 1.10 Mr M J Flood, case number 3302893/2012, the sum of £20,266.15 made up of:

Basic Award	£ 3,774.60
Compensatory Award plus interest	£ 2,420.18
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£20,266.15

- 1.11 Mr R P Govus, case number 3302898/2012, the sum of £26,251.98 made up of:

Basic Award	£ 3,901.50
Compensatory Award plus interest	£ 8,279.11
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£26,251.98

1.12 Mr F King, case number 3302899/2012, the sum of £35,412.70 made up of:

Basic Award	£ 1,727.55
Compensatory Award plus interest	£19,613.78
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£35,412.70

1.13 Mr A N Fenton, case number 3302905/2012, the sum of £20,835.75 made up of:

Basic Award	£ 4,285.05
Compensatory Award plus interest	£ 2,479.33
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£20,835.75

1.14 Mr J Duah, case number 3302944/2012, the sum of £78,079.97 made up of:

Basic Award	£ 5,805.00
Compensatory Award plus interest	£58,203.60
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£78,079.97

1.15 Mr C Shepherd, case number 3302892/2012, the sum of £42,073.82 made up of:

Basic Award	£ 4,644.54
Compensatory Award plus interest	£23,357.91
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£42,073.82

1.16 Mr K R Reynolds, case number 3301726/2013, the sum of £33,471.71 made up of:

Basic Award	£ 3,161.52
Compensatory Award plus interest	£16,238.82
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£33,471.71

1.17 Mr R Delicata, case number 3302947/2012, the sum of £26,747.84 made up of:

Basic Award	£ 1,015.95
Compensatory Award plus interest	£11,660.52
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£26,747.84

1.18 Mr R W Fox, case number 3301942/2013, the sum of £38,558.54 made up of:

Basic Award	£ 3,614.49
Compensatory Award plus interest	£20,872.68
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£38,558.54

1.19 Mr R Morton, case number 3303772/2013, the sum of £17,094.48 made up of:

Basic Award	£ 2,115.00
Compensatory Award plus interest	£ 964.42
Injury to Feelings plus Interest	£10,015.06
Aggravated Damages	£ 4,000.00
Total	£17,094.48

1.20 Mr D Wright, case number 3302277/2012, the sum of £34,250.02 made up of:

Basic Award	£ 3,519.00
Compensatory Award plus interest	£16,659.65
Injury to Feelings plus Interest	£10,071.37
Aggravated Damages	£ 4,000.00
Total	£34,250.02

2. By consent the respondent has agreed to pay costs to the following claimants:

2.1 Mr G Davies, Mr Wright, Mr Morton, Mr Fox and Mr Reynolds in the sum of £23,000;

2.2 Mr Delicata in the sum of £12,832.10;

2.3 Mr Cousins in the sum of £20,000;

2.4 Mr Thomas in the sum of £12,000; and

2.5 Mr Small in the sum of £924.


Employment Judge Bedeau

Date:

Sent to the parties on: 15/4/14.....


For the Tribunal Office