



EMPLOYMENT TRIBUNALS

Claimant: Mr Hafeez Ahmed

Respondent: Department for Work and Pensions

REMEDY & COSTS HEARING

Heard at: Birmingham (in public)

On: 23 March 2018

Before: Employment Judge Camp

Member: Mr J P Kelly

Appearances

For the claimant: in person

For the respondent: Mr T Sadiq, counsel

JUDGMENT

- (1) The claimant's compensation is assessed in the total sum (inclusive of interest to date) of **£15,500.00**, which sum the respondent must pay to the claimant, made up as follows:
 - a. a bonus payment that, but for the respondent's unlawful discrimination, would have been paid to the claimant - £500
 - b. injury to feelings plus interest (including interest on the above sum of £500) - £15,000
- (2) Pursuant to section 124(2)(c) of the Equality Act 2010, it is recommended that by **20 April 2018**:
 - a. the respondent remove from the claimant's personnel file (or equivalent) the first written warning imposed in April 2016, such that it cannot be taken into account in any future decisions relating to him, e.g. in relation to disciplinary action, in appraisals, in relation to promotion and/or transfer, decisions as to the contents of references on the claimant, etc.;
 - b. the respondent retrospectively amend the claimant's appraisal for the year April 2015 to March 2016 such that he be rated or graded 2; "*achieved*" expectations.



- (3) The respondent must confirm in writing to the tribunal and the claimant by **27 April 2018**: whether or not it has complied with the above recommendations; if it has, how and when it complied; if it has not, why not and when (if at all) it intends to comply.
- (4) The claimant's application for a preparation time order is refused.
- (5) Reasons for the above decisions were given orally at the hearing. Written reasons were not requested at the hearing and will not be provided unless asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

**EMPLOYMENT JUDGE CAMP
26TH March 2018**