



# EMPLOYMENT TRIBUNALS

## BETWEEN

Claimant: Mr P de Coste

Respondent: Axis Elevators

HELD AT: London South Tribunals

ON: 14 October 2021

Before: Regional Employment Judge Freer

### Appearances

For the Claimant: In person with his brother Mark de Coste

For the Respondent: Not attending

## JUDGMENT

Upon the Respondent having failed to enter a Response pursuant to Rule 21 of the Employment Tribunals (Constitution & Rules of Procedure) 2013

And having received evidence and submissions from the Claimant

It is the judgment of the Tribunal that:

- 1) The Claimant's claims of unfair dismissal and disability discrimination are well founded;
- 2) The Respondent shall pay to the Claimant a total sum of £16,997.11 comprising the following:
- 3) A Basic Award of £1,038.45;
- 4) A Compensatory Award of £5,518.66, comprising £4,818.66 for loss of earnings and £700 for loss of statutory rights;
- 5) A sum for injury to feelings of £9,000 in respect of the discrimination claim;

- 6) A sum of £1,440 being interest payable on the award of injury to feelings;
- 7) The Claimant was in receipt of JSA for a period, therefore in respect of the award of compensation for unfair dismissal and for the purposes of regulation 4 of the Employment Protection (Recoupment of Benefits) Regulations 1996:

The Prescribed Element is: £4,818.66;

The Prescribed Period is: 08 May 2019 to 09 October 2019;

The total monetary award for unfair dismissal is: £6,557.11;

The excess of the total monetary award over the Prescribed Element is: £1,738.45.

Regional Employment Judge Freer

Date: 14 October 2021

The reasons for this decision were given orally at the hearing. Written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of this written judgment being sent to the parties.

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Note that both judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties.