



EMPLOYMENT TRIBUNALS

Claimant: Mr R Thompson

Respondent: Rail Management Services Limited T/As RMS Locotec

Heard at: Middlesbrough

On: 8-10 February 2017

Before:

Employment Judge JM Wade

Ms E Wiles

Mr S Hunter

Representation

Claimant: Ms J Callan (counsel)

Respondent: Mr Howson (consultant)

JUDGMENT

1 The claimant's complaint of having been subjected to detriments on grounds of protected disclosures succeeds.

2 The claimant's complaint of unfair dismissal because of the making of protected disclosures succeeds.

3 The claimant's complaint of a failure to pay holiday pay is dismissed.

4 The Tribunal awards, and the Respondent shall pay, the following sums by way of remedy:

Basic Award:	£ 3592.50
Compensatory Award (inclusive of 15% ACAS uplift)	£ 32,439.00
Injury to Feelings	£ 12,000.00

5 The recoupment regulations apply. The prescribed period is 3 May 2016 until 10 February 2017. The Prescribed Amount is £18,443.60. The Grand Total of the Awards is £48,031.50. The amount by which the Grand Total exceeds the prescribed amount is £29,587.90.

6 The respondent shall further reimburse to the claimant a £250 issue fee.

Employment Judge Wade
Date 10 February 2017

JUDGMENT SENT TO THE PARTIES ON
14 February 2017

Note

Any request for written reasons must be presented within 14 days.