



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Priest

Respondent: First Blue Healthcare Limited

Heard at: Birmingham (via CVP) **On:** 15-19 August, 22-23 September 2022

Before: Employment Judge J Jones
Mr J Wagstaffe
Mrs N Chavda

Representation

Claimant: Mr Priest (the claimant's husband)

Respondent: Mr. Hussain (consultant)

JUDGMENT

1. The claim of disability-related discrimination succeeds.
2. The claims of direct disability discrimination, failure to make reasonable adjustments, harassment and victimisation are dismissed.
3. The respondent is to pay to the claimant the total sum of **£56,874** by way of compensation for disability discrimination, comprised as set out below.

Award	£
Injury to feelings	15,000
Loss of earnings to date of hearing ¹	25,454
Loss of the chance of promotion to Deputy Manager	4,500
Future loss of earnings ²	7,098
Sub-total	52,052
Interest at 8% from the midpoint of loss ³	4,822
TOTAL	£56,874

Employment Judge J Jones
23 September 2022

JUDGMENT SENT TO THE PARTIES ON

.....26th September 2022....

.....Eamonn Murphy.....
FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

¹ 1 May 20 – 28 Feb 21 @ £443.18 pw; 1 Mar -30 Nov 21 (mat. leave) 90% of £443.18 for 6 weeks, then 33 weeks of SMP @ £151.20; 1 Dec 21 – 23 Sep 22 @ £443.18 pw; less £20,485 received in UCredit

² 26 weeks @ £273 pw (£443.18 - £170 UC)

³ Midpoint – 27 Jul 21; 423 days @ £11.40 per day