



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Salmon

**Respondents:** (1) William Blyth  
(2) Michael Walker  
(3) Billy Stenning  
(4) Specialist Asbestos Services Limited (in voluntary liquidation)

**Heard at:** Birmingham

**On:** 31 July, 1-4 August 2023

**Before:** Employment Judge J Jones  
Mr P Wilkinson  
Mr Z Khan

## Representation

Claimant: In person  
Respondents: no appearances

# JUDGMENT

1. The claim of automatic unfair dismissal because of a protected interest disclosure succeeds against 4<sup>th</sup> respondent.
2. The claim of public interest disclosure detriment (excluding dismissal) succeeds against the 1<sup>st</sup>, 2<sup>nd</sup> and 4<sup>th</sup> respondents.
3. The claim of public interest detriment by way of dismissal succeeds against the 1<sup>st</sup> and 2<sup>nd</sup> respondents.
4. The claims of direct race discrimination and victimisation succeed against 1<sup>st</sup>, 2<sup>nd</sup> and 4<sup>th</sup> respondents.
5. The claim of harassment because of race succeeds against 2<sup>nd</sup> and 4<sup>th</sup> respondents.
6. The claim of direct race discrimination and harassment because of race against 3<sup>rd</sup> respondent is dismissed.
7. The 1<sup>st</sup>, 2<sup>nd</sup> and 4<sup>th</sup> respondent are jointly and severally liable to pay to the claimant the total sum of **£157,142.18** as compensation for race discrimination, harassment related to race and victimisation.

Injury to feelings	£30,000
Interest on injury to feelings @ 8%	£3,981.42
Compensation for past loss of earnings	£74,763.39
Interest on compensation for past loss of earnings @ 8%	£10,108
<b>Sub-total</b>	<b>£118,852.81</b>
Grossing up to allow for the payment of tax on the award	£38,289.37
<b>Grand Total</b>	<b>£157,142.18</b>

8. The 1<sup>st</sup> and 2<sup>nd</sup> respondent are also jointly and severally liable to pay to the claimant the total sum of **£133,659.82** as compensation for public interest disclosure detriment (including dismissal). This is in the alternative, not in addition, to the sum payable under paragraph 7 above.

9. The 4th respondent is liable to pay to the claimant:

9.1 £74,763.90, grossed up to **£85,954.87**, as compensation for automatically unfair dismissal;

9.2 £33,981.42, grossed up to **£34,976.77**, as compensation for public interest disclosure detriment (excluding dismissal).

The sums in this paragraph 9 are payable in the alternative, not in addition, to the sums payable under paragraphs 7 or 8 above.

**Employment Judge J Jones**  
7 August 2023

**Note**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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