



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Gray

**Respondent:** HCRG Medical Services Limited

**Heard at:** Manchester Employment Tribunal (by CVP)

**On:** 4, 5, 6, 7, 8, 14 and 15 March 2024

**Before:** Employment Judge Dunlop  
Mr T D Wilson  
Ms A Berkely-Hill

## Representation

**Claimant:** In person

**Respondent:** Mr D Bayne (Counsel)

# JUDGMENT

1. The claimant was an employee of the respondent within the meaning of s.230(1) Employment Rights act 1996.
2. The effective date of termination of the claimant's employment was 13 January 2022. That means that the Tribunal has jurisdiction to consider all of his claims, as they were brought within the relevant limitation periods.
3. The claimant was unfairly dismissed by the respondent.
4. The respondent is ordered to pay the claimant a basic award of £1,904.00, calculated on the basis of 3.5 weeks at the capped weekly rate of £544.
5. The respondent is ordered to pay the claimant a compensatory award of £155.35 (net). This represents the sum the claimant would have earned from participating in a consultation process in the lead-up to his dismissal. We found that the claimant's dismissal was inevitable even if the respondent had acted fairly, so the claimant is entitled to no further financial compensation.

6. The respondent wrongfully dismissed the claimant. The respondent is ordered to pay the claimant the sum of three weeks' wages in respect of his statutory notice period, agreed to be £1,224.55 (net).
7. The total compensation payable to the claimant is therefore **£3,283.90**.
8. The claimant's claims of disability discrimination and discrimination on the grounds of part-time worker status are not well-founded. Those claims are dismissed.

Employment Judge Dunlop  
Date: 15 March 2024

SENT TO THE PARTIES ON  
25 March 2024

FOR EMPLOYMENT TRIBUNALS

### **Notes**

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2402531/2022**

Name of case: **Mr R Gray** v **HCRG Medical Services Limited**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day, the calculation day, and the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 25 March 2024

**the calculation day** in this case is: 26 March 2024

**the stipulated rate of interest** is: **8% per annum**.

Mr S Artingstall  
For the Employment Tribunal Office

## GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:  
[www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426](http://www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426)

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.