



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms A Z Kweyama

v

**The Central and North West
London NHS Foundation Trust**

Heard at: Watford by CVP

On: 2 November 2022 and 14
December 2022 (Tribunal
discussion in chambers)

Before: Employment Judge George
Mr T Poil
Mr A Kapur

Appearances

For the Claimant: Mr O Onibokun (Legal Representative)

For the Respondent: Ms N Motraghi (Counsel)

This has been a remote hearing. The form of remote hearing was via CVP, a face-to-face hearing was not held because it was not practicable, and the purposes of the hearing could be achieved through remote hearing.

REMEDY JUDGMENT

1. By a reserved remedy judgment sent to the parties on 23 February 2023, the respondent was ordered to pay to the claimant general damages in compensation for race related harassment and victimisation of £25,713.33, including interest
2. The respondent shall pay to the claimant compensation in respect of loss of earnings caused by race related harassment and victimisation in the sum of **£13,375.51 including interest.**¹
3. Since the total compensation payable is £39,088.84, in order that the claimant's award should not be unfairly reduced by reason of the incidence of tax, the award will be grossed up as follows:

Amount by which the award exceeds £30,000	£9,088.84
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¹ This is an agreed calculation based upon paragraphs 5 to 7 of the judgment sent to the parties on [DATE].

Grossing up at an assumed marginal rate of tax in y/e 05.04.23 of 20% (£9,088.84 X 100/80) - £9,088.84	£2,272.21
Total compensation (£39,088.84 + £2,272.21)	£41,361.05
LESS damages paid on account	(£25,713.33)
Balance remaining to be paid	£15,647.72

4. This judgment shall take effect 14 days after the date on which it is sent to the parties.

Employment Judge George

Date: 23 April 2023

Sent to the parties on: 24 April 2023

For the Tribunal Office