

N.B.

This is an example schedule of loss for guidance only, it does not constitute legal advice. Delete and edit as appropriate as not all the content will be relevant to your situation. This example is based on the claim of Luke against Galaxy Groceries which can be found on our [template library](#). You can view a template schedule of loss [here](#). Please also refer to our webpage on compensation in whistleblowing cases which sets out additional information on how to calculate damages: [Remedies in Whistleblowing Cases - Protect - Speak up stop harm \(protect-advice.org.uk\)](#). Whatever you include in your Schedule of Loss must be truthful and accurate.

IN THE EMPLOYMENT TRIBUNAL

Case number:

LUKE

CLAIMANT

AND

GALAXY GROCERIES

1st RESPONDENT

DARTH

2nd RESPONDENT

SCHEDULE OF LOSS AS AT 20 FEBRUARY 2022

KEY INFORMATION

Gross weekly basic pay:	£198
Net weekly basic pay:	£196
Respondent's monthly pension contributions:	£20
Annual value of other employment benefits:	£0
Effective Date of Termination:	20 August 2021
Claimant's age at effective date of termination:	34
Length of service:	Under 1 year
Contracted hours:	18 hours per week

AUTOMATIC UNFAIR DISMISSAL UNDER s103A ERA 1996

BASIC AWARD

The Claimant has less than one year's service and accordingly no Basic Award is due.

COMPENSATORY AWARD

I am still seeking work. I had 6 weeks of temporary work over the Christmas period between November - December 2021 but despite my best efforts I have not managed to find a permanent job.

PAST LOSSES (Loss to date of the hearing)

Loss of earnings (minus any pay received during this period)

Dates and number of weeks with no income from earnings, between dismissal and present date / date of hearing if it is known:	EDT: 20 August 2021 Hearing date: 20 December 2022 Total weeks: 69
Total loss of earnings to date (69 weeks x £196):	£13,524
Net weekly earnings from any new job (6 weeks' x £180 per week):	- £1,080
Total loss of earnings less income received:	£12,444

Loss of benefits that come with employment

Monthly employer pension contributions: £20 Weeks between EDT and hearing: 69 (69 weeks x £20)	£1380
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Job seeking expenses

I have attended six in-person job interviews which have incurred total travel costs of £30	
I travel to the Job Centre each week, this costs £3 per week in travel expenses. £3 x 63 weeks = £189	£264
I have subscribed to an industry magazine, this costs £3 a month.	
I can provide receipts to evidence all the listed expenditure.	

Loss of statutory employment rights

None: the Claimant worked for the Respondent for fewer than 2 years.	£0
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Minus payments received from respondent

I was dismissed with immediate effect and did not receive pay in lieu of notice. No payments received from the respondents.

Total Past Loss:

£14,088

FUTURE LOSSES

I am actively seeking work; I attend the Job Centre weekly, and I have applied to every job vacancy I have seen where I am appropriately qualified for the job. I am the primary carer for my two young children, and I need to collect them from school at 3pm each day, as such I cannot travel an extensive distance to work, and I need a job that will allow me to finish at 3pm, this has limited the pool of jobs I am eligible for. The town I live in has been hit hard by the rise in the cost of living and this has reduced the number of job vacancies. I estimate that it will take me at least another three months after the hearing to find work.

Continuing loss of earnings

Total future loss of earnings (3 months x £849) £2,548

Loss of pension

Total future loss of pension (3 x £20) £60

Total Future Loss:

£2,608

TOTAL COMPENSATORY AWARD:

£16,696

UPLIFT FOR FAILURE TO FOLLOW THE ACAS CODE

I think an uplift of 25% should be made to the compensatory award for the Respondent's failure to follow the Acas Code of Practice on disciplinary and grievance procedures. Respondent 1 dismissed me without any due process, they did not provide me with an opportunity to respond to the allegations of gross misconduct, they did not provide me with an opportunity to be accompanied and they did not inform me that I had a right to appeal the dismissal.

Total Increase:

£4174

**TOTAL COMPENSATORY AWARD INCLUDING UPLIFT
(£16,696 + £4174):**

£20,870

WHISTLEBLOWING DETRIMENT UNDER s47B ERA 1996

I think I am entitled to damages for Injury to Feelings. The detrimental treatment has impacted on me in the following ways:

- I. After the Second Respondent reacted angrily to me and started ignoring me, I became stressed and anxious about going into work.
- II. Dismissal based on unfounded allegation of gross misconduct and without any recognised procedure and no opportunity to respond to the allegations has caused me anxiety about my financial situation, and about the chances of finding another job.
- III. Since my dismissal, I have struggled to sleep and have felt anxious and distressed.

The detrimental treatment has caused a long-lasting and serious impact on my mental health and wellbeing, as such I think I am entitled to compensation within the Middle of the Vento Bands. I think I am entitled to £10,000 in compensation for Injury to Feelings.

TOTAL INJURY TO FEELINGS DAMAGES: £10,000

TOTAL COMPENSATION CLAIMED (basic award + total compensatory award including uplift + injury to feelings): £30,870

STATEMENT OF BENEFITS RECEIVED

Universal credit received for 69 weeks (between EDT and hearing) at
£184 per week, save for 6 weeks in work
(63 weeks x £184)

£11,592

20 FEBRUARY 2022