



University of Strathclyde
LAW CLINIC

7A. Financial Remedy

DISCLAIMER

The information on these slides is for general guidance only and is not legal advice. *It should not be regarded or relied upon as a complete or authoritative statement of the law.* The Law Clinic does not represent or warrant that the information on the website is accurate, complete or up to date.

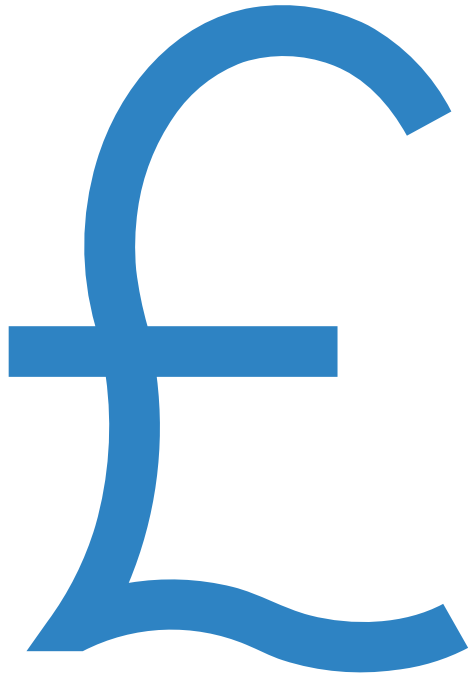
Please see the full disclaimer available [here](#).

Financial Remedy (1)

- ▶ This is the value of the claim and the amount that you seek by way of compensation. This is often set out in a document called a ‘schedule of loss’.
- ▶ Section 9 of the ET1 asks what type of remedy you seek.
If you might want your job back, you can ask for reinstatement. You are not bound by this and can change it later. It is quite unusual for a Tribunal to insist that an employer reinstates an employee, but it can happen or can be agreed as part of a settlement.
- ▶ The principle remedy that is available to the Employment Tribunal is **compensation**. You will always want to include this as a remedy.
- ▶ The system aims to put you back into the position you would have been if not for the wrongful act. This means that the system is not ‘punitive’.

Financial Remedy (2)

- ▶ There is recognition in discrimination complaints that those who have suffered discrimination will have suffered as a result of the discriminatory treatment.
- ▶ Therefore, there is a recognition of this in a special kind of award called ‘injury to feelings’. For more information please see slideshow 7F.



Financial Remedy (3)

In specific circumstances, where a person has suffered discrimination so severe that it has caused a deterioration to their mental health.

An additional award can be made. This is called psychiatric injury award.

This will only be awarded in severe cases and will require detailed medical evidence to support the claim.

Further Information

- ▶ For more information on valuing disability discrimination cases please look at slideshows 11A-11C. This will also be relevant for other types of discrimination claims.