

A year with Prospect Legal

Union Week – 1-7 Nov, is a great way to promote and celebrate the value of union membership. Here are some of the legal successes for Prospect and Bectu members since last year's union week.

2020

- Oct** Prospect secures over £465,000 in compensation for 32 members working in the MOD to settle a prospective High Court claim for **underpayment of allowances**.
- Nov** Two members working under freelance contracts challenged their employment status and settled claims for **holiday pay, redundancy and unfair dismissal**.
- Dec** Member settles claim of disability **discrimination** and **unfair dismissal** shortly before tribunal hearing.

2021

- Jan** Employment Tribunal issue judgement that 23 members from the Southport Theatre and Convention Centre receive the maximum compensation for the employer's **failure to consult before redundancy**.

- Feb** Two members settle claims they brought for **unfair dismissal** when their employer decided to make them redundant rather than furlough them.
- Mar** Two cases of **racial harassment** settle after threatening to lodge tribunal claims.
- Apr** Settlement of over £500,000 obtained for 8 members claiming **age discrimination** and **contractual benefits**.
- May** Prospect rep, Paul Hollands, settles his tribunal claim against the MOD for **disability discrimination**. Paul was moved to a more suitable role, with reasonable adjustments in place and received a five figure sum in compensation.

- Jun** Long running **sexual harassment** case settles just before tribunal hearing.
- Jul** Three members who claimed **maternity discrimination** in respect of a pay claim settled their cases for the full amount due and compensation for injury to feelings.

- Aug** Members at Rosyth Royal Dockyard win their long-disputed claim over the calculation of their **redundancy payment**, with the tribunal awarding them each additional compensation of an average of £3,400.
- Sep** Gavin Tyler receives maximum compensation when the Tribunal Judge agrees that his employer had **failed to comply with its legal obligation to consult** when it made 70 staff redundant just before Christmas.
- Oct** **Settlement of tribunal case** for refusing to work in a case of serious and imminent danger during the pandemic.



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prospect.org.uk/join
bectu.org.uk/join

Over
£1.4M
recovered in
damages for
personal injury
claims

228
new cases for
personal injury
considered by
our lawyers

43
employment
tribunal claims
submitted
plus 2 to
appeal

Over
30
employment law
webinars for
members