



Tribunals
Judiciary

JUDGE SUSAN WALKER
PRESIDENT
EMPLOYMENT TRIBUNALS
(SCOTLAND)



Courts and
Tribunals Judiciary

JUDGE BARRY CLARKE
PRESIDENT
EMPLOYMENT TRIBUNALS
(ENGLAND & WALES)

PRESIDENTIAL GUIDANCE

**Employment Tribunal awards
for injury to feelings and psychiatric injury following
De Souza v Vinci Construction (UK) Ltd [\[2017\] EWCA Civ 879](#)**

SEVENTH ADDENDUM TO PRESIDENTIAL GUIDANCE ORIGINALLY ISSUED ON 5 SEPTEMBER 2017

1. This Seventh Addendum updates, but does not otherwise replace, [the Presidential Guidance](#) originally issued on 5 September 2017 and the [First](#), [Second](#), [Third](#), [Fourth](#), [Fifth](#) and [Sixth](#) Addenda subsequently issued on 23 March 2018, 25 March 2019, 27 March 2020, 26 March 2021, 28 March 2022 and 24 March 2023, which remain relevant to claims presented before 6 April 2024. The Seventh Addendum takes into account changes in the [RPI All Items Index](#) released on 20 March 2024*.
2. In respect of claims presented on or after 6 April 2024, the “[Vento bands](#)” shall be as follows: a lower band of **£1,200 to £11,700** (less serious cases); a middle band of **£11,700 to £35,200** (cases that do not merit an award in the upper band); and an upper band of **£35,200 to £58,700** (the most serious cases), with the most exceptional cases capable of exceeding **£58,700**.
3. In respect of claims presented in Scotland, the bands remain subject to paragraph 12 of [the original Presidential Guidance](#).

Judge Barry Clarke

Judge Susan Walker

25 March 2024

* The Presidents remain aware of the shortcomings of the Retail Prices Index as a measure of inflation. They will consider at the relevant time any future change to the appropriate index of inflation that might be adopted in the Judicial College’s *Guidelines for the Assessment of General Damages in Personal Injury Cases* and/or by [section 34 of the Employment Relations Act 1999](#).