



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](#)**

EIGHTH ADDENDUM TO PRESIDENTIAL GUIDANCE ORIGINALLY ISSUED ON 5 SEPTEMBER 2017

1. This Eighth Addendum updates, but does not otherwise replace, [the Presidential Guidance](#) originally issued on 5 September 2017 and the [First](#), [Second](#), [Third](#), [Fourth](#), [Fifth](#), [Sixth](#) and [Seventh](#) Addenda subsequently issued on 23 March 2018, 25 March 2019, 27 March 2020, 26 March 2021, 28 March 2022, 24 March 2023 and 25 March 2024, which remain relevant to claims presented before 6 April 2025. The Eighth Addendum takes into account changes in the [RPI All Items Index](#) released on 26 March 2025*.
2. In respect of claims presented on or after 6 April 2025, the “[Vento bands](#)” shall be as follows: a lower band of **£1,200 to £12,100** (less serious cases); a middle band of **£12,100 to £36,400** (cases that do not merit an award in the upper band); and an upper band of **£36,400 to £60,700** (the most serious cases), with the most exceptional cases capable of exceeding **£60,700**.
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

27 March 2025

* 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](#).