



**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](#)**

**NINTH ADDENDUM TO PRESIDENTIAL GUIDANCE
ORIGINALLY ISSUED ON 5 SEPTEMBER 2017**

1. This Ninth Addendum updates, but does not otherwise replace, [the Presidential Guidance](#) originally issued on 5 September 2017 and the [First](#), [Second](#), [Third](#), [Fourth](#), [Fifth](#), [Sixth](#), [Seventh](#) and [Eighth](#) Addenda subsequently issued on 23 March 2018, 25 March 2019, 27 March 2020, 26 March 2021, 28 March 2022, 24 March 2023, 25 March 2024 and 27 March 2025, which remain relevant to claims presented before 6 April 2026. The Eighth Addendum takes into account changes in the [RPI All Items Index](#) released on 20 March 2026*.
2. In respect of claims presented on or after 6 April 2026, the “[Vento bands](#)” shall be as follows: a lower band of **£1,300 to £12,600** (less serious cases); a middle band of **£12,600 to £37,700** (cases that do not merit an award in the upper band); and an upper band of **£37,700 to £62,900** (the most serious cases), with the most exceptional cases capable of exceeding **£62,900**.
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

30 March 2026

* 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](#).