# Schedule of Loss – Whistleblowing Case

## Purpose of this Template

This document is used to calculate and submit financial losses and compensation claims in relation to whistleblowing-based dismissal or detriment. It is aligned with UK Employment Tribunal expectations and may be adjusted for other jurisdictions.

## Instructions

• Complete each section with accurate, evidence-supported amounts.

• Use payslips, contracts, bank statements, and job search documentation where needed.

• This version assumes a claimant was dismissed unfairly for whistleblowing (automatic unfair dismissal + detriment).

## Claimant

Name: [Insert Full Name]

Role: [Previous Job Title]

Respondent: [Company Name]

Effective Date of Termination (EDT): [Insert Date]

## 1. Loss of Earnings

- Weekly Net Pay: £[amount]

- Total Weeks Since Dismissal to Hearing: [number]

→ Loss of earnings = [Net Pay] x [Weeks] = £[Total]

- Any income earned since dismissal: £[amount]

→ Adjusted Total Loss: £[Loss minus income]

## 2. Loss of Employment Benefits

- Employer pension contribution per month: £[amount]

- Healthcare, bonuses, or allowances lost: £[amount]

- Total Loss of Benefits = £[sum of above]

## 3. Job-Seeking Expenses

- Travel to interviews: £[amount]

- Subscription to professional networks/resources: £[amount]

- Other verified expenses: £[amount]

→ Total: £[Total]

## 4. Future Losses (Optional)

- Estimated reemployment timeframe: [e.g., 12 weeks]

- Future loss of earnings: £[Weekly Pay x Weeks]

- Future loss of benefits (pension, healthcare): £[amount]

## 5. Injury to Feelings

Based on the Vento bands for whistleblowing and discrimination:

- Lower Band (mild/moderate impact): ~£1,100–£11,200

- Middle Band (serious but not extreme): ~£11,200–£33,700

- Upper Band (severe/lasting impact): ~£33,700–£56,200

→ Claimed Injury to Feelings Compensation: £[Insert Amount and Justification]

## 6. Aggravated or Exemplary Damages (Optional)

- Only applicable if employer acted in a high-handed, malicious, or oppressive way.

- Amount: £[Insert if applicable with explanation]

## 7. Uplift for Breach of ACAS Code (Optional)

- If employer failed to follow grievance or dismissal process properly.

- Suggested uplift: up to 25% of compensatory award.

- Uplift Amount Claimed: £[Amount]

## Total Compensation Claimed

• Past Losses: £[Total]

• Future Losses: £[Total]

• Injury to Feelings: £[Total]

• Aggravated/Uplifted Damages: £[Total]

\*\*Total Sum Claimed:\*\* £[Final Total]

## Statement of Benefits Received

- Universal Credit or benefits received: £[Total]

- These may be deducted from the compensation awarded.

## Declaration

I confirm the above losses and compensatory claims are truthful to the best of my knowledge and are supported by evidence where stated.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_