



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs G Dent

**Respondent:** King Alfred Housing Association Ltd

**Heard at:** Southampton

**On:** 28 March 2017

**Before:** Employment Judge Reed

**Representation**

**Claimant:** Mr A McPhail, Counsel

**Respondent:** Mr D Lang, Counsel

## JUDGMENT

The Judgment of the Tribunal is that:

1. The respondent made unauthorized deductions from the wages of the claimant and is directed to pay her £1,075.41.
2. The claimant was unfairly dismissed.
3. The respondent is ordered to re-engage the claimant on the following terms:
  - (a) The employer will be King Alfred Housing Association Ltd
  - (b) The claimant will be employed as office based General Manager for 4 days a week, 7 ½ hours per day, such days and hours of work to be agreed between the parties.
  - (c) The claimant will be paid £22,500 per annum gross.
  - (d) In respect of benefits the claimant might reasonably have expected to receive for the period between the date of termination of her employment and date of re-engagement, the respondent will pay the claimant £6,618.99 within 21 days.
  - (e) The claimant will have pension rights in accordance with the

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respondent's pension policy as referenced at Schedule 2 of the General Manager's contract or, if more advantageous, in accordance with the way the respondent treats other staff.

The claimant will be entitled to contractual sick pay in accordance with her original contract, page 11 paragraph (a) unless the sickness and absence policy in the General Manager's contract is more advantageous in which case the latter will apply.

(f) The Order must be complied with by 24 April 2017.

4. There is no order as to costs.

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Employment Judge Reed

Date 4 April 2017

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

**Note**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.