



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Miss Lynne Telford

AND

Ocean Securities (UK) Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Held at: Newcastle upon Tyne

On: 15 January 2018

Before: Employment Judge A M Buchanan

Appearances

For the Claimant: In person

For the Respondent: No response and no attendance

JUDGMENT ON REMEDY

It is the judgment of the Tribunal that:

The claim of unfair dismissal

1 Pursuant to section 114 of Employment Rights Act 1996, the respondent is ordered to reinstate the claimant to the position of Finance Manager from which she was unfairly dismissed by the respondent on 28 July 2017 and to treat the claimant in all respects as if she had not been dismissed.

2 The respondent is ordered to pay to the claimant arrears of wages from the date of dismissal until 1 February 2018 in the sum of £5134.48p.

3 All contractual rights and privileges (including the benefit of any improvement in her terms and conditions between the date of dismissal and the date of compliance with

this order for reinstatement) are to be restored to the claimant as were enjoyed by the claimant in her contract of employment with the respondent which ended by dismissal on 28 July 2017.

4 This Order must be complied with by **1 February 2018**.

5 The Employment Protection (Recoupment of Benefits) Regulations 1996 (“the 1996 Regulations”) do not apply to this award.

The claim of wrongful dismissal

6 There will be no award for wrongful dismissal because to make any award would amount to double recovery.

The claim for a redundancy payment

7 There will be no award in respect of this alternative claim in light of the order for reinstatement set out above.

The claim for unpaid wages

8 The respondent is ordered to pay to the claimant £955.68 in respect of unpaid wages for the period ending on 28 July 2017. This is a gross amount and the claimant shall account to the appropriate authorities in respect of any income tax and employee national insurance contributions due in respect of such sum on receipt by her.

The claim for unpaid holiday pay

9 The claimant has been re-instated and matters of holiday pay fall to be dealt with between the parties in the context of the ongoing contractual relationship.

EMPLOYMENT JUDGE BUCHANAN

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 15 January 2018**

NOTE:

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