

EMPLOYMENT TRIBUNALS

Claimant:	Mr J Thornhill		
Respondent:	London Borough of	f Camden	
Heard at:	London Central	On:	2 September 2019
Before:	Employment Judge K V	Welch (sitting alo	ne)
Representation Claimant: Respondent:	Mr D O'Dempsey, Couns Ms A Palmer, Counsel	sel	

REMEDY JUDGMENT

- 1. The Respondent is ordered to reinstate the Claimant to his role of Street Lighting and Drainage Manager (grade PO5) by no later than 3 September 2019.
- Pursuant to section 114(1) and (2) of the Employment Rights Act 1996, the Respondent is to pay to the Claimant a lump sum to reflect the wages that he would have received as a Street Lighting and Drainage Manager between 4 September 2017 to 3 September 2019 in the sum of £100,618.18, subject to appropriate deductions for tax and national insurance, in respect of the period from 4 September 2017 to 3 September 2019, taking into account pay increases of 2% on 1 April 2018 and 1 April 2019.
- 3. The Respondent is to pay, based on a gross weekly rate of £990.86 (including the benefit of guaranteed call out payment) subject to appropriate deductions for tax and national insurance, on an ongoing basis from the day after 3 September 2019 until such time as the Respondent complies with the order for reinstatement.
- 4. The Respondent is to restore all the Claimant's pension rights and seniority by taking the necessary steps to ensure that that his service is preserved for the period between 4 September 2017 and 3 September 2019 and by making any payments that need to be made into the local government pension fund for that purpose.
- 5. The remedy hearing listed for 9 September 2019 is vacated.

Employment Judge Welch

Date: 2nd Sept 2019

JUDGMENT SENT TO THE PARTIES ON

03/09/2019

.....

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.