



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Ms Bedford

Respondent
Tesco Stores Ltd

AND

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham **ON** 15 – 16 October 2019

EMPLOYMENT JUDGE Harding

Representation

For the Claimant: Mrs Bedford (claimant's mother)

For the Respondent: Mr Gorasia, Counsel

JUDGMENT

The respondent is ordered to reinstate the claimant on the terms set out below.

1 The respondent is ordered to pay to the claimant arrears of wages in the sum of £7, 292.18 (agreed figure).

2 The Recoupment Regulations do not apply.

3 The respondent is ordered to pay to the claimant further amounts as follows;

3.1 The sum of £187.58 (agreed figure) in respect of unpaid bonus payments.

3.2 The sum of £67.03 (agreed figure) in respect of the loss of opportunity to purchase shares in the respondent and benefit from any increase in their value.

3.3 The sum of £648 (£60 weekly shop, 10% discount over 104 weeks) in respect of savings that would have been available to the claimant through use of the store discount card.

3.4 The sum of £1, 848.48 (agreed figure) in respect of loss of the opportunity to earn overtime.

4 The claimant is to be reinstated into her role as a Dotcom picker on the same terms, rights and privileges as applied before her dismissal. For the avoidance of doubt this shall include working part-time 8 hours a week on Tuesdays 6 - 10AM and Saturdays 6 – 10AM, preservation of the claimant's pension rights as if she had not been dismissed and preservation of her continuity of employment from 6 July 2007 together with any other terms and conditions as set out in the document signed by the claimant on 13 August 2016.

5 This order for reinstatement shall be complied with by no later than 1 November 2019.

Signed by: Employment Judge Harding
Signed on: 16 October 2019