



# THE EMPLOYMENT TRIBUNAL

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**SITTING AT:**  
**BEFORE:**

**LONDON SOUTH**  
**EMPLOYMENT JUDGE K ANDREWS**

**MEMBERS:**

**Ms N Christofi**  
**Ms Y Batchelor**

**BETWEEN:**

**Mr M Cowan (1st)**  
**Ms N Parsons (2nd)**

**Claimant**

**AND**

**Picturehouse Cinemas Ltd**

**Respondent**

**ON:**

**14 & 15 October 2019**

**Appearances:**

**For the Claimants:**

**Mr S Brittenden, Counsel**

**For the Respondent:**

**Mr T Croxford, Queen's Counsel**

## **JUDGMENT ON RECONSIDERATION**

1. It is Ordered that the reinstatement order and associated financial awards made on 5 December 2018 are revoked in respect of both claimants.
2. Compensation is payable forthwith by the respondent to the claimants as follows (the amounts having been agreed by the parties):
  - a. To the first claimant: **£4,974.04**.
  - b. To the second claimant: **£3,426.93**.

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Employment Judge K Andrews  
Date: 15 October 2019

### **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.