



EMPLOYMENT TRIBUNALS

Claimant: Ms E Sumner
Respondent: Virgin Holidays Limited

Heard at: Ashford **On:** 9-13 December 2019

Before: **EMPLOYMENT JUDGE CORRIGAN**
Sitting Alone

Representation

Claimant: In person
Respondent: Mr A Sendall, Counsel

JUDGMENT

1. The Claimant was unfairly dismissed.
2. The Respondent is ordered to re-engage the Claimant, by 3 February 2020, in the full time vacant Adviser role at Bluewater at the level of remuneration for the role which reflects the Claimant's band and length of service, on the standard terms and conditions and benefits.
3. Upon re-engagement the Claimant's loss of pension rights since her dismissal shall be restored.
4. The Respondent is ordered to pay to the Claimant by 20 January 2020 her arrears of pay for the period 29 October 2017 to 15 July 2019, consisting of her loss of salary, loss of average incentive earnings and one lost annual Air Share payment, minus the replacement earnings the Claimant received during that period of £4,494.90, and minus 15% reduction (made after the reduction for replacement earnings) to reflect the Claimant's contribution to her dismissal.

5. The Claimant was wrongfully dismissed but no separate award was made.

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Employment Judge Corrigan
10 January 2020

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.