



EMPLOYMENT TRIBUNALS

Claimant:

Mrs D Davidsen

v

Respondent:

IBM United Kingdom Limited (1)

Joanne Czekalowska (2)

Samantha McFarland (3)

Sandra Oliveira (4)

Claire Bryant (5)

Heard at:

Reading

On: 18 December 2020

Before:

Employment Judge Anstis

Mr A Kapur

Ms HT Edwards

Appearances

For the Claimant: Mr J Heard (counsel)

For the Respondents: Miss D Masters (counsel)

JUDGMENT ON RECONSIDERATION

On the respondents' application for reconsideration of the judgment of 5 June 2020:

1. Numbered paragraph 1 of page 1 of the judgment should be deleted and replaced by the following:

"The claimant has been subject to unlawful detriments and victimisation as follows (by reference to the detriments set out in the reasons which follow):

By the first respondent only (IBM United Kingdom Limited):

- *Detriments 5, 6, 7 and 8*

By the first respondent and second respondent (Joanne Czekalowska):

- *Detriment 4*

By the first and third respondent (Samantha McFarland):

- *Detriment 17 (part – as described below)*

By the first and fourth respondent (Sandra Oliveira):

- Detriment 13

By the first and fifth respondent (Claire Bryant):

- Detriment 13”

2. In numbered paragraph A 3 of page 3 of the judgment, insert the words “*and the personal liability of the fourth respondent and fifth respondent who were party only to the second and third claims, not the first claim.*” Therefore the sentence will read “*it is not necessary to distinguish between the three claims except in respect of any question of time limits and the personal liability of the fourth respondent and fifth respondent who were party only to the second and third claims, not the first claim. However, they all arise out of the same subject matter.*”

Employment Judge Anstis

Date: 18 December 2020

Sent to the parties on:

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For the Tribunals 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.

Public access to employment tribunal decisions:

All judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.