



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Mrs K Thomas**

-v-

**Sandwell and West Birmingham Hospitals NHS Trust**

## FINAL MERITS HEARING

Heard at: Centre City Tower, Birmingham (evidence & submissions) & remotely by the Cloud Video Platform (decision)

On: 14 – 18 September 2020, (evidence & submissions)  
19 November 2020 (deliberations and decision)

Before: Employment Judge Perry

Members: Mrs J Keene & Mr E Stanley

### Appearances

For the Claimant:

**Mr J Small (counsel)**

For the Respondent:

**Mr J Heard (counsel)**

## JUDGMENT

1. The claimant's unfair dismissal complaint is well founded. She was unfairly dismissed by the respondent.
2. By agreement the claimant's complaints of unlawful deductions from wages (which for the avoidance of doubt shall include her claim for holiday pay) and all questions of remedy arising out of the unfair dismissal complaint (including the issues of contribution and any just and equitable reduction) are adjourned to be addressed at a remedy hearing which shall be listed on a date to be fixed.
3. The remedy hearing provisionally listed for 21 December 2020 is by agreement converted to a telephone preliminary hearing before Employment Judge Perry at 2:00 pm; time estimate 90 minutes.
4. The parties have agreed directions within the case management order also made today.

signed electronically by me

**Employment Judge Perry**

Dated: 20 November 2020