



EMPLOYMENT TRIBUNALS

Claimant: Rachel Sunderland

Respondent: Superdry PLC

Heard at: Bristol **On:** Paper determination

Before: Employment Judge David Hughes
Dr C Hole
Ms E Smillie

JUDGMENT ON APPLICATION FOR RECONSIDERATION

1. The Judgment of the Tribunal is that the Judgment dated 08.06.2022 is varied as follows:
 - a) The total sum that the Respondent is ordered to pay the Claimant is £84,723.17. The said sum must be paid within 14 days of the date of this Judgment.

REASONS

1. The Respondent applied for a reconsideration of the reserved judgment dated 08.06.2022 which was sent to the parties on 21.06.2022 ("the Judgment"). The grounds are set out in his letter dated 13.06.2022. That letter was received at the tribunal office on 01.07.2022.
2. Schedule 1 of The Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 contains the Employment Tribunal Rules of Procedure 2013 ("the Rules"). Under Rule 71 an application for reconsideration under Rule 70 must be made within 14 days of the date on which the decision (or, if later, the written reasons) were sent to the

- parties. The application was therefore received within the relevant time limit.
3. The grounds for reconsideration are only those set out in Rule 70, namely that it is necessary in the interests of justice to do so.
 4. The grounds relied upon by the claimant are these: That the Tribunal erred in the grossing-up of the award, in that it failed to take account of the fact that the first £30,000 of its award is tax free.
 5. The Tribunal directed that the Respondent should state its position as to what the correct grossed-up figure should be (and the calculations leading thereto), and that the Claimant should indicate whether she agreed with that figure and those calculations, or, in the event that she did not, provide her own figure and calculations.
 6. By emails dated 18.07.2021, the parties advised the Tribunal that they agreed that the grossed up figure should be £84,723.17. The parties also indicated agreement that the Tribunal should provide for a new 14-day window in which payment should be made.

Employment Judge Hughes
Date: 26 July 2022

JUDGMENT & REASONS SENT TO THE PARTIES ON
02 August 2022 by Miss J Hopes

FOR THE TRIBUNAL OFFICE