EMPLOYMENT TRIBUNALS

Claimant: Mr P Smith   **Respondent:**   **City of Bradford Metropolitan District Council**

Heard at Leeds by CVP   **On:**   **18 March 2024**

Before   **Employment Judge Davies**

Appearances
For the Claimant: **Ms N Twine (counsel)**
For the Respondent: **Ms H Perry (solicitor)**

REMEDY JUDGMENT

1.   Pursuant to s 114 Employment Rights Act 1996 the Claimant shall by **15 April 2024** be **reinstated** by the Respondent into his role of Street Scene Driver Co-ordinator. He must be treated in all respects as if he had not been dismissed.

2.   No sums are payable to the Claimant under s 114(2)(a).

3.   The Claimant must have restored to him all rights and privileges that he would have enjoyed, in particular: seniority, pension rights and the benefit of any payrise between the date of his dismissal and the date of reinstatement.

Employment Judge Davies
18 March 2024

Notes

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 52) and any written reasons for the judgments are published, in full, online at *https://www.gov.uk/employment-tribunal-decisions* shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings.