



EMPLOYMENT TRIBUNALS

Claimant: Mrs Janet Sykes

Respondent: OCS Integrated Solutions Ltd

Heard at: Watford Employment Tribunal
On: 17, 18 & 19 February 2025

Before: Employment Judge Young (sitting alone)

Representation

Claimant: Litigant in person

Respondent: Ms Lorna Badham (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

The Claimant's claim for constructive unfair dismissal is not well founded and is dismissed.

Approved by:

Employment Judge Young

19 February 2025

JUDGMENT SENT TO THE PARTIES ON
8 March 2025

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FOR THE TRIBUNAL OFFICE

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 51) 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 and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/