



EMPLOYMENT TRIBUNALS

Claimant: Miss N Ogilvie

Respondent: Alexander Optometrists Ltd

Heard at: Newcastle (by CVP)

On: 12 December 2025

Before: Employment Judge Gould

REPRESENTATION:

Claimant: In person

Respondent: Mr B Jangra (Counsel)

JUDGMENT ON REMEDY

The judgment of the Tribunal is that the Claimant is awarded:

1. In respect of unfair dismissal:
 - a. A basic award in the agreed sum of £3702.60;
 - b. A compensatory award in the sum of £1001.51;
 - c. The respondent failed in its duty to provide the claimant with a written statement of the main terms of employment complying with section 1 Employment Rights Act 1996. Therefore, pursuant to section 38 of the Employment Act 2002 the respondent shall pay to the claimant the additional sum of £822.80, being two weeks' gross pay.
2. The recoupment regulations apply.
 - a. The total monetary award for unfair dismissal is £5,526.91.
 - b. The prescribed element is £350.25.

- c. The prescribed period to which the prescribed element is attributable is between 12 August 2024 and 9 September 2024.
- d. The amount by which the monetary award for unfair dismissal exceeds the prescribed element is £5176.66.

Employment Judge Gould

26 February 2026

Notes

1. 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.

2. 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.

3. Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>