



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs K Gardner

**Respondent:** IEMCS LTD

**Heard at:** Newcastle (by CVP)

**On:** 1 April 2026

**Before:** Employment Judge Childe

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr Singh (Director)

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed. The respondent shall pay the claimant a compensatory award of **£9,000**.

**Note** that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

2. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:

- a. The total monetary award (i.e. the compensatory award) payable to the claimant for unfair dismissal is **£9,000**
- b. The prescribed element is **£8,400**.
- c. The period of the prescribed element is from 24 June 2025 to 1 April 2026.
- d. The difference between a and b is **£600**.

**Approved by:  
Employment Judge Childe**

**1 April 2026**

**Note**

Summary reasons for the judgment were given orally at the hearing. Written summary reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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