



EMPLOYMENT TRIBUNALS

Claimant: Karen Gardner

Respondent: IEMCS LTD

UPON a reconsideration of the judgment dated 1 April 2026 on the Tribunal's own initiative under rule 71 of the Employment Tribunal Procedure Rules 2024, and without hearing

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 £5,976.80.

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 £5,976.80
- b. The prescribed element is £5,376.80.
- 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
19 June 2026