Case Number: 1603346/2025
1603348/2025

EMPLOYMENT TRIBUNALS

Claimant: Ms L Bennett (First Claimant)
Ms L Moilanen (Second Claimant)

Respondent: Sharief Healthcare Limited

UPON a reconsideration of the judgment dated 07 August 2026 on the Tribunal's own initiative under rule 71 of the Employment Tribunal Procedure Rules 2024, and without a hearing

JUDGMENT ON RECONSIDERATION

The judgment on remedy is varied only insofar as the decision to award interest on the loss of earnings in respect of the First Claimant.

REASONS

1. At a hearing held on 04-07 August 2026 the First Claimant succeeded in her complaint of unfair dismissal and both Claimants succeeded in their complaints of harassment related to sexual orientation. Full oral reasons for the decision on liability were given at the hearing.

2. Judgment on remedy was given at the conclusion of the hearing insofar as determining the period of loss, the relevant ACAS uplift, the application of interest, and the award for injury to feelings. No award was made for aggravated damages.

3. Parties' counsel agreed to undertake the necessary calculations. It was not possible in the time available at the hearing to do so. Parties were given until 21 August 2026 to agree the calculations. On 18 August 2026 the parties wrote to the Tribunal with agreed figures. This correspondence was sent to EJ Russell on 24 August 2026.

4. Having reviewed the calculations and the oral judgment on remedy, the Tribunal formed the view of its own initiative that in the interests of justice the judgment in respect of interest on the loss of earnings award for the unfair dismissal complaint should be reconsidered. The award of interest in respect

of loss of earnings was made erroneously. This loss flowed from the First Claimant's unfair dismissal complaint. Dismissal was not pleaded as an act of discrimination and was not treated as such. Interest cannot therefore be awarded on this sum. On 02 September 2026 EJ Russell directed that the parties be asked to write to the Tribunal by 14 September 2026 on (i) the proposed reconsideration; and (ii) whether the reconsideration can proceed without a hearing.

5. On 21 September 2026 EJ Russell became aware that the directions had not been sent to the parties by the Tribunal's administration. The proposed directions were varied so that the parties had until 07 October 2026 to respond.

6. On 07 October 2026 the parties wrote to the Tribunal. The Claimants did not oppose the Tribunal's proposed reconsideration and did not seek a hearing to determine the matter. They agreed that the loss of earnings award arose from the unfair dismissal complaint and that dismissal was neither pleaded nor determined as an act of discrimination. In those circumstances, the Claimants accept that interest should not be awarded on the loss of earnings award. The Respondent was also in agreement with the proposed reconsideration and did not seek a hearing. The parties' correspondence was sent to EJ Russell on 08 October 2026.

7. The judgment on remedy is therefore varied only insofar as follows: interest is not awarded on the First Claimant's loss of earnings. This loss flows from the unfair dismissal complaint and not from the harassment related to sexual orientation complaint.

8. The Tribunal has issued a separate judgment on remedy.

Date 16 October 2026

Approved by

Employment Judge Russell

JUDGMENT SENT TO THE PARTIES ON

....19 October 2026.....

....C Evans.....
FOR THE TRIBUNAL OFFICE