



EMPLOYMENT TRIBUNALS

Claimant: Mr J Duxbury

Respondent: University of Huddersfield

FINAL HEARING

Heard: In Leeds

On: 27 July 2021

Before:

Employment Judge JM Wade

Mrs L Anderson-Coe

Mr K Smith

Appearances

For the claimant: Mrs S Sleeman (counsel)

For the respondent: Mr P Smith (counsel)

REMEDY JUDGMENT

- 1 The respondent shall treat the claimant in all respects as if he had not been dismissed: it shall reinstate the claimant to his post of senior lecturer with all associated rights and privileges (including seniority and pension rights).
- 2 The respondent shall pay to the claimant the appropriate sum in arrears of pay from 16 January 2020 until the date of reinstatement, calculated by reference to the revised Schedule of Loss Part A details (see also the note below).
- 3 Reinstatement shall take place no later than 10 August 2021.

Employment Judge JM Wade

27 July 2021

Judgment sent to the parties on:

28 July 2021

For the Tribunal:

Olivia Vaughan

Notes to the parties:

- 1 The Tribunal has expressed the Order in the terms at paragraph 2 above for the reasons set out in O'Laoire and because restoring the claimant's Teachers' Pension Scheme rights in accordance with Order 1 may affect the calculation of the arrears sum such that it does not accord with the calculation in Part B of the schedule. This is not a matter discussed with the parties.
- 2 As to aspects of the claimant's terms of employment, the parties are referred to the Tribunal's findings at paragraphs: 16.4, 16.5 and 19.20, sent to the parties on 30 April 2021.
- 3 Public access to employment tribunal decisions (judgments and reasons for the judgments) are published, in full, online shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.