



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss J Rusby

v Summerhouse Limited t/a Eldercare

Heard at: Leeds

On: 31 July 2019

Before: Employment Judge O'Neill

Representation:

Claimant: In person

Respondent: Did not appear

JUDGMENT

1. The respondent is Summerhouse Limited t/a Eldercare and the record will be amended accordingly.
2. The claim for unfair dismissal/public interest disclosure (PID) succeeds – section 103 ERA 1996.
3. The claim for detriment arising because of a PID – section 47 ERA 1996 succeeds.
4. The claim for failure to pay wages properly payable – unlawful deduction of wages succeeds.
5. The Judgement has been reviewed by the Judge and the Basic Award reduced to nil on account of the Claimant having less than two years' service.
6. The claimant is awarded compensation as follows: -

Unfair dismissal	
Basic award	£nil
Compensatory award	£1,680
PID detriment – section 47 – injury to feelings	£900
Unlawful deduction from wages	£240
Uplift – section 38 ERA 2002	£480
Total	<u>£3,300</u>

1 August 2019

Employment Judge O'Neill

Note - 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.

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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.