



# THE EMPLOYMENT TRIBUNAL

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**Claimants** (1) Miss E Mashiter  
(2) Mrs L Davis

**Respondents** (1) Annette's Care Limited  
(2) Annette's Domiciliary Care Limited

## LIABILITY JUDGMENT

### Employment Tribunal Rules of Procedure 2013 – Rule 21

1. This judgment is made against both respondents, on a joint and severable liability basis.
2. Both claimants' claims of automatically unfair dismissal (constructive and express dismissal) under section 103A of the Employment Rights Act 1996 are well founded.
3. Both claimants' claims of detriment for making a protected disclosure are well founded.
4. Both claimants' claims of breach of contract (failure to pay notice pay) are well founded.
5. Both claimants' claims of breach of contract (failure to pay other sums due under the contract of employment at termination) are well founded.
6. Both claimants' claims of unauthorised deduction of wages are well founded.
7. Both claimants' claims of failure to pay holiday pay are well founded.

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Employment Judge Emerton  
Date 16 September 2019