



# THE EMPLOYMENT TRIBUNALS

## BETWEEN

**Claimant:** Mrs A Upton  
**Respondent:** Tamaris Healthcare (England) Limited  
**Heard at:** Newcastle Hearing Centre (by CVP)  
**On:** 2 July 2021  
**Before:** Employment Judge Morris (sitting alone)

### Representation:

**Claimant:** Mr T Wilkinson of counsel  
**Respondent:** Mr L Ashwood, solicitor

## JUDGMENT ON LIABILITY

The Judgment of the Tribunal is as follows:

- 1) The claimant's complaint under Section 111 of the Employment Rights Act 1996 that she was dismissed by the respondent (in that the contract under which she was employed was terminated by the respondent, as provided for in section 95(1)(a) of that Act) and that her dismissal was unfair contrary to Section 94 of that Act, by reference to Section 98 of that Act, is well-founded.
- 2) The claimant's complaint under section 23 of the Employment Rights Act 1996 that, contrary to section 13 of that Act, the respondent made unauthorised deductions from her wages is not well-founded and is dismissed.

This case will now be listed for a one-day hearing to determine remedy.

**EMPLOYMENT JUDGE MORRIS**

**JUDGMENT SIGNED BY EMPLOYMENT  
JUDGE ON 3 July 2021**

**Note**

Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

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