



EMPLOYMENT TRIBUNALS

Claimant no 1: TL
Claimant no 2: JK

Respondent: CP

Heard at: Southampton Hearing Centre

On: 13-16 February 2023

Before: Employment Judge Hay sitting with J Gillick and N Knight

Representation

Claimant: JK represented herself and TL
Respondent: Ms Searle – Counsel

JUDGMENT

1. The claimants had both made protected disclosures as defined in s43A of the Employment Rights Act 1996.
2. These disclosures were not the reason for their dismissals and the claims for automatic unfair dismissal under s103A of the Employment Rights Act was not established.
3. The reason for their dismissals was redundancy.
4. Their claims for unfair dismissal under s98(4) were well founded.
5. The claimants are awarded damages in the following sums:

TL £1726.10 comprising £1673.60 compensatory award and £52.50 for loss of statutory rights.

JK £1662.50 comprising £1162.50 compensatory award and £500.00 for loss of statutory rights.

Case no: 1401155/2021 and 1401391/2021

WARNING

This is a case to which a rule 50 reporting restriction applies. Please refer to the Tribunal for further details.

Employment Judge Hay
Dated 16 February 2023

Judgment sent to the Parties on 07 March 2022

For the Tribunal Office

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.