



EMPLOYMENT TRIBUNALS

Claimant: Ms M Browne

Respondent: Blossom Day Tree Nursery Ltd

Heard at: Watford (by CVP)

On: 4 April 2023

Before: Employment Judge Eeley

Representation

Claimant: In person

Respondent: Did not attend and was not represented.

JUDGMENT

1. The claimant was unfairly dismissed because she made a protected disclosure (section 103A Employment Rights Act 1996.)
2. The claimant was wrongfully dismissed without payment of notice pay.
3. The claimant suffered unauthorised deductions in respect of the fee for the Disclosure and Barring Service (DBS) check which was paid for but not carried out.
4. The respondent is ordered to pay the claimant the sum of **£1843.98** in respect of compensation for unfair dismissal, wrongful dismissal and unauthorised deductions from wages. The judgment sum is made up of the following items:

4.1. 1 week's notice pay: £261.17;

4.2. Reimbursement of DBS fee: £52;

4.3. Basic award for unfair dismissal: £261.17;

4.4. Compensatory award for unfair dismissal. (The claimant received no pay

for one month and partially mitigated her loss through alternative employment for 3 months before fully mitigating her loss from September 2022): £1269.64.

Employment Judge Eeley

Date: 4 April 2023

JUDGMENT SENT TO THE PARTIES ON
15 April 2023

.....
T Cadman

.....
FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

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.