



EMPLOYMENT TRIBUNALS

Claimant: Ms D Alabaster

Respondent: Georgia Rose Residential Care Limited

Heard at: Southampton

On: 24 May 2023

Before: Employment Judge Craft

Representation

Claimant: Mr R Priest – brother-in-law

Respondent: No attendance (Response previously struck out)

JUDGMENT

1. The Claimant made a number of qualifying protected disclosures as defined in s.43B Employment Rights Acts 1996. The Claimant subsequently resigned from the Respondent's employment as a result of the Respondent acting in fundamental breach of her contract of employment within the terms of s.95(1)(c) Employment Rights Act 1996. The Claimant was unfairly dismissed by the Respondent.
2. The Respondent shall pay the Claimant a basic award of £14,416.
3. The Respondent shall pay the Claimant a compensatory award as follows:
 - a. The sum of £21,518 for loss of earnings to the date of this hearing;
 - b. The sum of £400 for loss of statutory rights.

Total Compensatory Award: £21,918. The Recoupment Regulations do not apply to this award.
4. The Respondent subjected the Claimant to further detriment because she had made qualifying protected disclosures for which the Respondent shall pay the Claimant an injury to feelings award in the sum of £9,900.
5. The Respondent shall pay the Claimant a Preparation Time Order in the sum of £2,150.

Case No: 1402465/2021

Employment Judge Craft
Dated 1st June 2023

Judgment sent to the Parties on 13 June 2023

For the Tribunal Office