



# EMPLOYMENT TRIBUNALS

**Claimant:**  
Ms T Tsikirai

v

**Respondent:**  
H Plus Care Limited

**Heard at:** Reading

**On:** 21 to 25 August 2023

**Before:** Employment Judge Hawksworth  
Mr D Sutton  
Mr S Woodward

## **Appearances**

**For the Claimant** Represented herself

**For the Respondent** Mr R Patel (director) assisted by Mr C Mew (paralegal)

## **JUDGMENT**

1. The claimant was an employee of the respondent from 23 March 2020 to 29 April 2021.
2. The claimant's claim for holiday pay succeeds.
3. The claimant was subjected to a detriment by the respondent on 18 March 2021 and this was done on the ground that she had made protected disclosures. Her complaint of protected disclosure detriment succeeds in relation to that act of detriment. It is dismissed in respect of the other alleged detriments.
4. The claimant was constructively dismissed by the respondent. The principal reason for the dismissal was her protected disclosures. Her complaint of unfair dismissal succeeds.
5. The respondent is ordered to pay the claimant the sum of £12,612 comprising:
  - a. Holiday pay in the agreed sum of £4,676;
  - b. An award for injury to feelings of £6,500;
  - c. A basic award of £544;
  - d. A compensatory award in the sum of £892.

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**Employment Judge Hawksworth**

Date: 25 August 2023

Sent to the parties on: 2 October 2023

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.

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