



EMPLOYMENT TRIBUNALS

Claimant: Mrs E Catlow

Respondent: Bowerswood Retirement Home Ltd

Heard at: Manchester

On: 9 April 2024

Before: Employment Judge Cookson

REPRESENTATION:

Claimant: In person

Respondent: Mr Lomas (tribunal advocate)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant was not dismissed in accordance with s95(1)(a) of the Employment Rights Act 1996.
2. The complaints of unfair dismissal under s94, s98, and s100(1)(c) are not well-founded and are dismissed.

Employment Judge Cookson

10 April 2024

Judgment sent to the parties on:

24 April 2024

For the Tribunal:

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Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>