



# EMPLOYMENT TRIBUNALS

**Claimant**

Miss H. Opong

v

**Respondent**

Cygnnet Health Care Limited

**Heard at:** Bury St Edmunds on 8<sup>th</sup>, 9<sup>th</sup>, 10<sup>th</sup> 11<sup>th</sup> and 12<sup>th</sup> April 2024

**Before:** Employment Judge: Mr. A Spencer  
Mrs. L. Gaywood (non-legal member)  
Mrs. A. Buck (non-legal member)

**Appearances:**

**For the Claimant:** In person (assisted by an interpreter)

**For the Respondent:** Mr. G. Deane (counsel)

## JUDGMENT

The unanimous decision of the tribunal is:

- 1. The Claimant was not unfairly dismissed by the Respondent;**

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Employment Judge : Mr. A. Spencer

Date: 12<sup>th</sup> April 2024

JUDGMENT SENT TO THE PARTIES ON  
14 May 2024

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](http://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/>