



EMPLOYMENT TRIBUNALS

Claimant: Miss J Grant

Respondent: Advinia Health Care Limited

Heard at: The Watford Employment Tribunal
2025

On: 6, 7, 8, 9 and 10 January

Before: Employment Judge Tuck KC
Mr M Marena
Mr T Poil

Appearances:

For the claimant: Ms C Page, Counsel

For the respondent: Mr A Williams, Solicitor

Amended Judgment

1. Having made protected disclosures, the claimant was subject to detriments short of dismissal.
2. The claimant was unfairly dismissed for making protected disclosures.
3. The claimant is awarded a remedy of £94,623.
 - a. This is made up of past losses of £31,444
 - b. Future losses of £10,683
 - c. Loss of a chance to have a funded apprenticeship course £5,000
 - d. ACAS uplift of 25% on compensatory award
 - e. Non pecuniary losses: injury to feelings for detriments short of dismissal of £15,000.
 - f. ACAS uplift of 15% for failure to comply with grievance procedures, on the injury to feelings award.
 - g. The balance of £46,159 in excess of £30,000 is grossed up by a sum of £18,464.

Case No: 3309237/2022

EJ Rebecca Tuck KC

7 February 2025

Sent to the parties on

13 February 2025

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