



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Ashel Sikaruva

**Respondent:** Yellow Rose Healthcare Limited

**Heard at:** Bristol **On:** 19, 20 May 2025

**Before:** Employment Judge Midgley  
Mr H Patel  
Mr D Clements

## **Representation**

**Claimant:** In person

**Respondent:** Miss S McKenzie (litigation consultant)

# JUDGMENT

The unanimous Judgment of the Tribunal is as:-

1. The claim that the reason or principal reason for the claimant's dismissal was the making of a protected interest disclosure is well founded and succeeds.
2. The claims for unpaid holiday pay and notice pay are dismissed on their withdrawal by the claimant; the respondent having paid the sums due in satisfaction of the claims.
3. The compensation due to the claimant will be determined at a remedy hearing, notice of which will be sent to the parties by separate communication. Orders for the preparation for that hearing are contained in the case management order of today's date

**Approved by**  
**Employment Judge Midgley**

**Date 21 May 2025**

JUDGMENT SENT TO THE PARTIES ON  
22 May 2025 By Mr J McCormick

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.