



# EMPLOYMENT TRIBUNALS

**Claimant:** Nicola Abbott

**Respondent:** Durham Careline Limited

**Heard at:** Newcastle Employment Tribunal

**On:** 14<sup>th</sup>, 15<sup>th</sup>, 16<sup>th</sup>, 17<sup>th</sup> and 18<sup>th</sup> July 2025 (judgment 26<sup>th</sup> August 2025)

**Before:** Employment Judge Sweeney

## Appearances

For the Claimant, David Robinson-Young, counsel

For the Respondent, Jamie Morgan, counsel

# JUDGMENT

1. The claim of detriment under sections 48 and 47B Employment Rights Act 1886 is well-founded and succeeds.
  - 1.1 The Respondent is ordered to pay the Claimant compensation of **£20,618** consisting of £18,000 injury to feelings and £2,618 financial losses.
2. The claim of constructive unfair dismissal under section 103A Employment Rights Act 1996 is well-founded and succeeds.
  - 2.1 The Respondent is ordered to pay the Claimant a basic award of **£479.11**.
  - 2.2 The Claimant having fully mitigated her losses, there is no compensatory award
3. The total amount to be paid to the Claimant is **£21,097.11**.

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Employment Judge Sweeney

Date: **26 August 2025**

#### 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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#### **Recording and Transcription**

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