



EMPLOYMENT TRIBUNALS

Claimant: Ms A Piotrowicz
Respondent: Althea Healthcare Limited
Heard at: Bury St Edmunds (hybrid)
On: 17, 18 and 19 February 2026
Before: Employment Judge Graham

Representation
Claimant: Self representing
Respondent: Mr H Zovidavi, Counsel

JUDGMENT

1. The name of the Respondent is amended to Althea Healthcare Limited.
2. The Claimant's complaints of breach of contract and constructive unfair dismissal fail and are dismissed.
3. The Respondent's counter-claim fails and is dismissed.
4. The matter will proceed to a costs hearing to take place on 8 May 2026. Case management directions will follow separately.

Approved by:

Employment Judge Graham
19 February 2026

JUDGMENT SENT TO THE PARTIES
ON
8 April 2026

.....
.....
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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/