EMPLOYMENT TRIBUNALS

Claimant: **Miss K Gibson**

Respondent: **Chanctonbury Healthcare Limited (in administration)**

Heard at: London South by CVP **On:** 9 October 2026

Before: Employment Judge Harrington

Appearances
For the Claimant: In person
For the Respondent: Not in attendance

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

(1) The complaint of unauthorised deductions from wages is well-founded. The Respondent made an unauthorised deduction from the Claimant's wages by failing to pay outstanding overtime in February 2024.

(2) The Respondent shall pay the Claimant **£1,262.02** which is the gross sum deducted. The Claimant is responsible for the payment of any tax or National Insurance.

Unfair Dismissal

(3) The complaint of unfair dismissal is well-founded. The Claimant was unfairly dismissed.

(4) The Respondent shall pay the Claimant the following sums:

(a) A basic award of **£3,215.00**.

(b) A compensatory award of **£18,649.50**.

(5) The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:

(a) The total monetary awards (i.e. the compensatory award plus basic award) payable to the Claimant for unfair dismissal is £21,864.50.

(b) The prescribed element is £18,649.50.

(c) The period of the prescribed element is from 4 April 2024 – 9 October 2026.

(d) The difference between (a) and (b) is £3,215.00.

Detriment for making protected disclosures

(6) The complaint of being subjected to a detriment for making protected disclosures is well-founded and succeeds.

(7) The Respondent shall pay the Claimant the following sums:

(a) Compensation for injury to feelings in the sum of **£12,000**;

(b) Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 of **£2,506.52.**

Indirect discrimination

(8) The complaint of indirect associative disability discrimination is not well-founded and is dismissed.

Employment Judge Harrington
9 October 2026

Note
Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request for either written summary reasons or written full reasons 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 the claimant requests written summary reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons.

Public access to employment tribunal decisions
Judgments (apart from judgments under rule 51) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.