



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Edwards
Mrs S Bhebe

Respondent: Berrystead Nursing and Residential Home Limited T/A
Berrystead Nursing Home

Heard at: Leicester (on the papers)

On: 5 April 2024

Before: Employment Judge McTigue sitting alone

JUDGMENT

1. On 30 August 2023 Employment Judge V Butler decided that the respondent had breached the requirements of s. 188 Trade Union and Labour Relations (Consolidation) Act 1992 ("TULCRA") and that Mrs S Edwards and Mrs S Bhebe were entitled to a protective award of ninety days' pay.
2. On 22 December 2023 Mrs S Edwards and Mrs S Bhebe presented complaints to the Tribunal under s. 192 TULCRA. The respondent has not submitted an ET3 to those complaints. The complaints under s. 192 TULCRA are well founded. The Respondent has failed to make a protective award to Mrs S Edwards or Mrs S Bhebe.
3. The respondent is ordered to pay Mrs S Edwards £6873.75.
4. The respondent is ordered to pay Mrs S Bhebe £6825.

Employment Judge McTigue

Date: 5 April 2024

JUDGMENT SENT TO THE PARTIES ON
10th April 2024

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Note

Written reasons will not be provided unless 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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