



IN THE EMPLOYMENT TRIBUNAL (SCOTLAND) AT EDINBURGH

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Judgment of the Tribunal in Case No: 4102746/2024 Issued Following Open Preliminary Hearing, Held on the Cloud Based Video Platform, on 7th October 2024 at 10 am

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Employment Judge J G d'Inverno

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Mrs G K Somanje

**Claimant
Represented by:
Ms Mwanza, lay
representative**

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**Morar North Berwick Ltd
trading as North Berwick Care Home**

**1st Named Respondent
Represented by:
Ms Kelly, authorised
HR Officer**

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Bridge of Weir Care Home Ltd

**2nd Named Respondent
Represented by:
Ms Kelly, authorised
HR Officer**

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Simply Care Group UK Ltd

**3rd Named Respondent
Represented by:
Ms Kelly, authorised
HR Officer**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

(First) The Judgment of the Employment Tribunal is that the claimant's employer,
5 as at the Effective Date of Termination of her employment, 20th/21st September
2023, and the legal entity against which she is entitled to direct her complaints of
Discrimination and Breach of Contract (Non Payment of Expenses), was and is the
1st Named Respondent "Morar North Berwick Ltd trading as North Berwick Care
Home".

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(Second) That the claimant's claims, in so far as directed against the 2nd Named
Respondent "Bridge of Weir Care Home Ltd" and as against the apparent
3rd Named Respondent "Simply Care Group UK Ltd", are dismissed and the 2nd
and 3rd Named Respondents are dismissed as parties to the proceedings.

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Employment Judge: J G d'Inverno
Date of Judgment: 8 October 2024

25 **Date sent to parties**

09/10/2024

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**I confirm that this is my Judgment in the case of Somanje v Morar North
Berwick Ltd and that I have signed the Judgment by electronic signature.**

This Judgment, together with Reasons, was delivered to the parties orally at the conclusion of the Open Preliminary Hearing. Accordingly, no written Note of Reasons is attached.

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Employment Judge: J G d'Inverno
Date of Judgment: 8 October 2024

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Date sent to parties

09/10/2024

I confirm that this is my Judgment in the case of Somanje v Morar North Berwick Ltd and that I have signed the Judgment by electronic signature.