



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs R Duggan

**Respondents:** Pure Rock Asphelte Co Ltd (R1)  
Breaksea Residential Homes Ltd (R2)

**Heard at:** Cardiff

**On:** 1, 4, 5, 6, 8 November 2024

**Before:** Employment Judge S Moore  
Mrs J Kiely

**Mrs M Humphries**

## Representation

**Claimant:** Mr P Smith, friend and lay representative  
**First Respondent:** Ms A Brown, Manager  
**Second Respondent:** Ms G Nicholls, Counsel

# JUDGMENT

1. At all material times the claimant was employed by the second respondent. The first respondent is dismissed from these proceedings.
2. The complaint of breach of contract in relation to notice pay is not wellfounded and is dismissed.
3. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.
4. The complaint of unfair dismissal for making a protected disclosure is not well founded and is dismissed.
5. The complaint of unauthorised deduction from wages is well founded. The respondent is ordered to pay the claimant the sum of £25.00.

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Employment Judge S Moore

Date: 8 November 2024

JUDGMENT SENT TO THE PARTIES ON

13 November 2024

Adam Holborn  
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.

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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employmenttribunal-decisions](http://www.gov.uk/employmenttribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

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