



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms R O'Keefe

**Respondents:** D.J. Haswell Ltd t/a Bluebird Care (South Tyneside & Newcastle)

**Heard at:** Newcastle Employment Tribunal

**On:** 29<sup>th</sup> April, 30<sup>th</sup> April, 1<sup>st</sup> May 2024

**Before:** Employment Judge Sweeney

## Appearances

For the Claimant, Mr Parsons-Munn, counsel

For the Respondent, Mr Langley, counsel

# JUDGMENT ON LIABILITY AND REMEDY

1. The Claimant's claim for unfair dismissal is well-founded and succeeds.
2. The Respondent is ordered to pay to the Claimant:
  - 2.1. £3,426 by way of a Basic Award
  - 2.2. £14,863.77 by way of a Compensatory Award
3. The total award payable to the Claimant is **£18,289.77**

Employment Judge **Sweeney**

Date: 1 May 2024

Note

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/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-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-practice-directions/>