



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs A V M Keen  
**Respondent:** Mountain Healthcare Limited

**Heard at:** Norwich  
**On:** 9 to 12 April 2024  
**Before:** Employment Judge M Warren  
**Members:** Ms L Davies and Ms L Salmon

## Representation

**Claimant:** In Person  
**Respondent:** Mr O Lawrence, Counsel

# JUDGMENT

1. The Claimant's claims of unfair dismissal and disability discrimination succeed.
2. The Claimant's claim of age discrimination fails.
3. The Respondent shall pay the Claimant compensation in the total sum of **£19,815.20** made of a Basic Award in respect of unfair dismissal in the agreed sum of £2,389.88, compensation for loss of earnings arising from discrimination in the agreed sum of £12,094.72, compensation for injury to feelings arising from discrimination in the sum of £4,000 and interest in the agreed sum of £1,330.60.
4. The recoupment provisions do not apply.

Employment Judge M Warren

Date 14 May 2024

JUDGMENT SENT TO THE PARTIES ON  
15 May 2024

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.

**Public access to employment tribunal decisions**

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/>