



# EMPLOYMENT TRIBUNALS

**Claimant:** Robert Fielder

**Respondent:** Carlauren Care Limited – In Administration

**Heard at:** Bristol Employment Tribunal via VHS      **On:** Thursday, November 19, 2020

**Before:** Employment Judge Mr. M. Salter

**Representation:**

Claimant: In person

Respondent: No attendance and not represented

## JUDGMENT

1. The Claimant was constructively unfairly dismissed when he resigned.
2. He was then summarily dismissed during his notice period and the reason or principal reason for that dismissal was his protected disclosures and/or protected acts.
3. In breach of contract the Claimant was owed £914 for unpaid expenses
4. The Respondent shall pay to the Claimant:
  - a. Basic Award: £1,575.00;
  - b. Compensatory Award: consisting of:
    - i. Salary: £41,525.00
    - ii. Employer pension contributions: £1,754.40
    - iii. Loss of Statutory rights £500and is grossed up to reflect tax liabilities to the sum of £54,005.67
  - c. Injury to feelings: £5,000.00;
  - d. Interest on injury to feelings at 8% per annum, for 498 days: £545.75
  - e. £914.00 for unpaid expenses.

Employment Judge Salter

---

Date 19 November 2020

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.

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.