

Template 5 - Appealing a dismissal

This is an example of how a whistleblower may use this template to appeal a dismissal on grounds of whistleblowing. The contents and names used in this letter are entirely fictional. The letter is written by "Rikesh Shah" who works as a carer and witnessed a colleague physically abuse vulnerable residents.

<<rikesh.shah@examplecare.co.uk>>
Thu 08/10/2020 16:48
To: <<alexandria.cortez@examplecare.co.uk>>

Dear Miss Cortez,

I am writing to you to appeal my dismissal on 7th October 2020 from my role as Care Assistant at Example Care Homes Ltd.

I am appealing the dismissal on the grounds that I was dismissed for whistleblowing which is contrary to my rights under the Public Interest Disclosure Act 1998 (PIDA) and company policy.

I raised whistleblowing concerns to Mr Ian Robins on 10th September 2020, and previously to Ms Clara Jones on 27th August 2020 and 3rd September 2020. My concerns related to Lisa Smith who abused residents Clive and Teddy. She slapped and shouted at Clive and physically pushed Teddy up the stairs during a nightshift.

I was told the reason for my dismissal was poor performance over the past two months. I do not believe that this is the real reason for my dismissal. In my appraisal meeting in June 2020, I was rated 'Excellent' in most categories and 'Very Good' in two others. Neither my line manager (Ms Jones) nor any other member of staff or resident has ever complained about my performance or suggested I treat residents poorly.

I believe that the reason for my dismissal was because I blew the whistle. The negative treatment that I felt started only after I raised concerns about Ms Smith to Ms Jones and Mr Robins. I was dismissed after I raised concerns and there are no other possible reasons for the dismissal. I have the legal right not to be dismissed for whistleblowing. As such, I request that the decision to dismiss me is reversed.

I would be grateful if you could please acknowledge receipt of this letter, and provide a response within one week of your decision. I am happy to attend a meeting to discuss this further.

Best wishes,

Rikesh Shah