



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Ms H Smith

AND

Respondent

IBM United Kingdom Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Southampton

ON

7th to 15th October 2019

EMPLOYMENT JUDGE GRAY

**Members: Mr J Ruddick
and Mr D A Stewart**

Representation

For the Claimant:

in person

For the Respondent:

Mr A Edge (Counsel)

JUDGMENT

The unanimous judgment of the tribunal is that

- The complaint of unfair dismissal (constructive) fails and is dismissed
- The complaint of automatic unfair dismissal (section 103A of the Employment Rights Act 1996) fails and is dismissed.
- The complaint for detriment (section 47B of the Employment Rights Act 1996) fails and is dismissed.

Employment Judge Gray

Date 15 October 2019

Judgment sent to parties: 23 October 2019

FOR THE TRIBUNAL OFFICE

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.