



# THE EMPLOYMENT TRIBUNALS

**Claimant:** Ms L Fairhall

**Respondent:** University Hospital of North Tees and Hartlepool Foundation Trust

**Heard at:** Teesside Justice Hearing Centre **On:** 19-23 August; 6-11 and 16 September 2019

**Before:** Employment Judge Johnson  
**Members** Mr S Wykes and Mr P Curtis

***Representation:***

**Claimant:** Mr M Rudd of Counsel  
**Respondent:** Ms C Souter of Counsel

## JUDGMENT

1. The claimant's complaint of automatically unfair dismissal for making protected disclosures is well-founded and succeeds.
2. The claimant's complaint of ordinary unfair dismissal is well-founded and succeeds.
3. The claimant's complaint of being subjected to detriment for making protected disclosures is well-founded and succeeds.
4. The claimant's complaint of breach of contract (failure to pay notice pay) is well-founded and succeeds.

---

EMPLOYMENT JUDGE JOHNSON

JUDGMENT SIGNED BY EMPLOYMENT  
JUDGE ON  
18 November 2019

**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.