



EMPLOYMENT TRIBUNALS (SCOTLAND)

5

Case Numbers: 4108257/2018 and 4112652/2018

Preliminary Hearing held in Glasgow at 10am on 26th June 2019

Employment Judge M Whitcombe

10

Ms M Gaurino

Claimant
In person

15

(1) Thistle Healthcare Limited

(2) Mr Dev Fowdar

(3) Mr Kishan Fowdar

20

(4) Ms Rhonda Ormshaw

Respondents

Thistle House

Represented by:
Mrs L Cartwright
(Solicitor)

25

JUDGMENT

The judgment of the Tribunal is as follows.

30

(1) On the preliminary issue, the claimant did not make either of the alleged two protected disclosures.

35

(2) The claims against all respondents that they subjected the claimant to detriments because she had made protected disclosures therefore fail and are dismissed.

(3) The claim for unfair dismissal against the first respondent is also therefore dismissed because the claimant lacks the continuous service required to bring a claim for unfair dismissal.

5 (4) Oral reasons for this judgment were given in the presence of the parties. The claimant initially requested written reasons but then retracted that request. Rule 62(3) continues to apply: written reasons will not be provided unless requested in writing by any party within 14 days of the sending of this written record to the parties.

10

Employment Judge:	M Whitcombe
Date of Judgement:	26 June 2019

15 Entered in Register,
Copied to Parties: 28 June 2019