



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss L Murray

**Respondent:** Hudson Administration Services Limited

**Heard at:** By Cloud Video Platform      **On:** 21 July 2021

**Before:** Employment Judge Bright

## Appearances

For the claimant: In person

For the respondent: Mr E Nuttman (Solicitor)

## JUDGMENT

1. The conversation between the Claimant and Mr John-Lee Thompson on **10 June 2020** was a protected conversation within the meaning of section 111A of the Employment Rights Act 1996. There being nothing improper nor anything connected with improper behaviour in relation to anything said or done, the conversation is wholly inadmissible in the proceedings on the claimant's unfair dismissal complaint under section 111 ERA.
2. The conversation was not 'without prejudice', there being no existing dispute, and is therefore wholly admissible in the proceedings on the claimant's discrimination, part time workers less favourable treatment and victimisation complaints.
3. It would not be in accordance with the overriding objective in Rule 2 of the Employment Tribunal Rules of Procedure to rule that the conversation be inadmissible in the discrimination, part time workers less favourable treatment and victimisation complaints to avoid a split hearing.

*Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.*

Employment Judge Bright  
22 July 2021