



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Timothy Lumb

**Respondent:** Chief Constable of Greater Manchester Police

**Heard at:** Manchester **On:** 8, 9, & 10 June 2022

**Before:** Employment Judge Liz Ord  
Ms L Atkinson  
Ms B Hillon

**Representation:**

Claimant: Ms J Duane (Counsel)  
Respondent: Ms C Widdett (Counsel)

## JUDGMENT

1. Upon the Employment Appeal Tribunal remitting back to the Employment Tribunal the discrete issue of whether a protected disclosure was made on 4 October 2017, the unanimous judgment of the panel is that the claimant made a protected disclosure on 4 October 2017.
2. The original judgment of 16 June 2020 concluded that, if the claimant had made a protected disclosure, he was subjected to detriments because of that disclosure. Having now found that such a disclosure was made, and with the respondent conceding that detriments flowed from it, the tribunal concludes that the claimant's complaint is well founded and succeeds to the extent set out in paragraphs 191 to 197 of the reasons for the original judgment.

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Employment Judge Liz Ord  
Date 13 June 2022

JUDGMENT SENT TO THE PARTIES ON  
16 June 2022

FOR THE TRIBUNAL OFFICE