



EMPLOYMENT TRIBUNALS

Claimant: Mr J. Phelps

Respondent: Continental Teves UK Ltd

HELD AT/BY: Wrexham by CVP **on:** 15th – 17th August 2022

BEFORE: Employment Judge T. Vincent Ryan
Mrs J. Beard
Mrs A Fine

REPRESENTATION:

Claimant: Ms J. Dunning, friend of the claimant's

Respondent: Ms T. Hand, Counsel

LIABILITY JUDGMENT

The unanimous judgment of the Tribunal is:

1. The claimant made a protected disclosure to HSE on 18th October 2019.
2. The respondent subjected the claimant to the detriments of not asking him to work as a permanent employee or temporary worker, as Team Leader or in any capacity, after termination of his assignment working for the respondent on 23rd July 2019.
3. The said detriments were done on the ground that the claimant had made the said protected disclosure.
4. The claimant presented his claim in time and the Tribunal has jurisdiction to determine it.

Employment Judge T.V. Ryan
Date: 17 August 2022

JUDGMENT SENT TO THE PARTIES ON 18 August 2022

FOR THE TRIBUNAL OFFICE Mr N Roche

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.