



# EMPLOYMENT TRIBUNALS

**Claimant:** S Cren

**Respondent:** Firstcom Europe CXP Ltd

**HELD AT/BY:** Mold & Wrexham by CVP **on:** 5<sup>th</sup> – 7<sup>th</sup> December 2022

**BEFORE:** Employment Judge T. Vincent Ryan

**REPRESENTATION:**

**Claimant:** Mr M Williams, Counsel

**Respondent:** Mr J Allsop, Counsel

## JUDGMENT

1. The claimant made a protected disclosure by email dated 22<sup>nd</sup> September 2021 as claimed, but none other.
2. The claimant was unfairly dismissed; his claim of Unfair Dismissal contrary to sections 94 and 98 Employment Rights Act 1996 (“ordinary Unfair dismissal”) is well-founded and succeeds.
3. The reason for the claimant’s dismissal was not that he had made a protected disclosure; his claim of Automatic Unfair Dismissal (s.103A Employment Rights Act 1996) fails and is dismissed.
4. By CONSENT, the remedy hearing is adjourned to allow the parties to implement the agreed terms of settlement whereby the respondent shall pay to the claimant the sum of £16,390.60. Either party may apply to restore the case for further hearing in default. If no such application is received by 4p.m. on 23<sup>rd</sup> December 2022 the claim for a remedy pursuant to the above liability judgment shall be dismissed on deemed withdrawal. I have not heard evidence on remedy nor made a quantum judgment; the Recoupment Provisions do not apply.

Employment Judge T V Ryan  
Dated: 07 December 2022

**Case Number: 1600308/2022**

JUDGMENT SENT TO THE PARTIES ON 9 December 2022

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche