



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Van Heerden  
**Respondent:** Crendon Timber Engineering Ltd  
**Heard at:** Bury St Edmunds (CVP)   **On:** 08 - 10 April 2024  
**Before:** Employment Judge Laidler  
**Members:** Ms S Limerick  
Mr D Hart

**Representation:**

**Claimant:** Mr C Moore, Counsel  
**Respondent:** Ms A Beech, Counsel

## JUDGMENT

1. The claimant did not make protected disclosures within the meaning of s47B Employment Rights Act 1996 (ERA).
2. The claims that the claimant was subject to a detriment on the ground that he had made protected disclosures was submitted out of time. The tribunal has no jurisdiction to determine it, no evidence having been advanced as to why it was not reasonably practicable to have presented those claims in time.
3. In any event, the claimant was not subject to any detriment on the ground that he had made a protected disclosure contrary to the provisions of s47B ERA.
4. The reason, or if more than one the principal reason for the claimant's dismissal was not the making of a protected disclosure contrary to s103A ERA.
5. The reason, or if more than one the principal reason for the claimant's dismissal was not within the provisions of section 100 ERA

6. The claimant was not wrongfully dismissed. He was dismissed in accordance with the contract of employment the employer being satisfied that he had bullied employees and committed a repudiatory breach of his contract entitling it to summarily dismiss him.
7. All claims fail and are dismissed.

---

Employment Judge Laidler

Date : 10 April 2024

JUDGMENT SENT TO THE PARTIES ON

8/5/2024

N Gotecha

FOR THE TRIBUNAL OFFICE

Notes

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 or a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>