



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Louisa Fernandez  
**Respondent:** NHS Professionals Limited  
**Heard at:** Manchester Employment Tribunals  
**On:** 21 May 2024  
**Before:** Employment Judge Tobin  
**Attendance** Claimant: In person  
Respondent: Mr S Proffitt (in person)

## JUDGMENT

The Judgment of the Employment Tribunal is that the claimant's claims of automatic unfair dismissal under s103A Employment Rights Act 1996 and/or that she was subjected to a detriment under s47B Employment Rights Act 1996 are struck out as having no reasonable prospects of success, pursuant to rule 37(1)(a) of the Employment Tribunal Rules of Procedure 2013.

There being no further allegations, proceedings are now dismissed.

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Employment Judge Tobin  
Dated: 21 May 2024

JUDGMENT SENT TO THE PARTIES ON

5 June 2024

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FOR THE TRIBUNAL OFFICE

**Notes**

**Public access to Employment Tribunal decisions**

All Judgments and Written Reasons for Judgments (if given) 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.

**Reasons**

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.

**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/>