



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Mr W Mulvaney**

**v**

**Independent Living Services  
(North West) Limited**

Heard at: **Manchester**

On: **20, 21, 22, 23 and 24 May 2024**

Before: **Employment Judge Kenward  
Mrs A Ashworth  
Mr I Taylor**

Appearances

For the Claimant: **In person**

For the Respondents: **Mr G Price, Counsel**

## JUDGMENT

1. The complaints of victimisation contrary to Employment Rights Act 1996 section 47B by being subjected to detriment on the ground of making public interest disclosures are not well-founded and are dismissed.
2. The complaints of victimisation contrary to Employment Rights Act 1996 section 103A by being unfairly dismissed by reason of making public interest disclosures is not well-founded and is dismissed.

Signed

**Employment Judge Kenward**

Dated 28 May 2024

Sent to the parties on  
5 June 2024

For the Tribunal office

**Notes**

**Reasons for the judgment**

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/>