

Case Numbers: 2409323/2023, 2409324/23, 2409368/2023, 2409490/2023



EMPLOYMENT TRIBUNALS

Claimant: Mr Bitakaramire

Respondents: 1. LTE Group (2409323/2023)
2. Ms J Shaw (2409324/2023)
3. Ms L Lloyd-Williams (2409368/2023)
4.. Mr J Thornhill (2409490/2023)

Heard at: Manchester (by CVP)

On: 14 June 2024

Before: Employment Judge Cookson

REPRESENTATION:

Claimant: In person

Respondents: Mrs Fernandez-Mahoney (Solicitor)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

The claimant did not make a protected disclosure as defined by section 43A of the Employment Rights Act 1996 ("ERA") and therefore these claims are dismissed.

**Employment Judge Cookson
14 June 2024**

Judgment sent to the parties on:

28 June 2024
For the Tribunal:

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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/>