



EMPLOYMENT TRIBUNALS

Claimant: Mr B Kristensen

Respondent: Portman Healthcare Ltd

Heard at: London Central in person and by hybrid
On: 19 – 25 July and 7 – 8 August 2024

Before: Employment Judge Nash
Ms T Shaah
Mr J Carroll

Representation

Claimant: In person

Respondent: Ms Mellor of counsel and Mr Wilson, solicitor

JUDGMENT

1. The respondent did not dismiss the claimant by reason that he made a protected disclosure, contrary to section 103A Employment Rights Act 1996.
2. The respondent did not subject the claimant to a detriment on the ground that he made a protected disclosure contrary to section 47B Employment Rights Act 1996 in respect of detriments which were presented in time.
3. The tribunal did not have jurisdiction to consider the acts of detriment contrary to section 47B Employment Rights Act 1996 which were presented outside of statutory time limit because it was reasonably practicable to have presented them within time.
4. The claimant was fairly dismissed under s98 Employment Rights Act 1996.

Employment Judge Nash

Date 8 August 2024

JUDGMENT SENT TO THE PARTIES ON

14 August 2024

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FOR THE TRIBUNAL OFFICE