



EMPLOYMENT TRIBUNALS

Claimant: Mr S Oake

Respondent: Ocado Central Services Limited

Heard at: London South (in public; by CVP) **On:** 5th, 6th & 7th March 2025

Before: Employment Judge Anderson (sitting alone)

Representatives

For the claimant: In Person

For the respondent: Mr Hitchens (Counsel)

JUDGMENT

1. The Claimant's claims of automatically unfair dismissal under s.103A and s.100(1)(d) of the Employment Rights Act 1996 are not well founded and are dismissed.
2. The Claimant's claims of detriment due to whistleblowing under s.47B and detriment due to raising health and safety matters under s.44 of the Employment Rights Act 1996 are not well founded and are dismissed.

Employment Judge Anderson
7th March 2025

Judgment sent to the parties on
10th March 2025

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/employmenttribunal-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/>