



EMPLOYMENT TRIBUNALS

Claimant: Dr Marianthi Gkreka

Respondent: University Hospitals Birmingham NHS Foundation Trust

HEARD AT: Birmingham Employment Tribunal

ON: 22 – 25 September 2025

BEFORE: Employment Judge Akhtar

Members: Mrs W Ellis
Mr C Greatorex

Attendances:

For Claimant: In person

For Respondent: Mr J Feeney (Counsel)

JUDGMENT

The unanimous Judgment of the Tribunal is that:

1. The complaints of being subjected to detriment for making a protected disclosure are not well-founded and are dismissed.

2. The complaint of automatic unfair dismissal is not well-founded and is dismissed.
3. The complaint of breach of contract for a failure to follow disciplinary procedures is not well-founded and is dismissed.
4. The complaint of wrongful dismissal is well-founded.
5. The respondent shall pay the claimant £800 ((less any tax and national insurance contributions) as damages for breach of contract.
6. The respondent has acted unreasonably in the way that the proceedings have been conducted and is ordered to pay the claimant as a preparation time order £945 within 21 days of the date of this Judgment.

Approved on: 25 September 2025
Employment Judge **Akhtar**

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.