



EMPLOYMENT TRIBUNALS

Claimant

Mr N Psaila

Respondent

BFT Mastclimbing Limited

Held at: Watford by CVP

On: 20, 21 and 22 May 2026

Before: Employment Judge Isabel Manley

Claimant:

Mr J Psaila, brother and lay representative

Respondent:

Ms V Hall, litigation consultant

JUDGMENT

- 1 The claimant made qualifying and protected disclosures.
- 2 The claimant was subjected to detriments for making those disclosures.
- 3 The reason or principal reason for the dismissal was that he had made those disclosures and the dismissal was therefore unfair.
- 4 Even if the respondent had shown that the dismissal was by reason of redundancy, as was their case, it was unfair on procedural and substantive grounds, dismissal being outside the range of reasonable responses.
- 5 A hearing to determine remedy has been listed by agreement on **Thursday 20 August 2026** to be held by **CVP** and listed for **one day**. Case management orders are set out in a separate document.

Approved by

Employment Judge Isabel Manley

Dated 22 May 2026

JUDGMENT SENT TO THE PARTIES
ON
3 June 2026

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FOR SECRETARY OF THE TRIBUNAL

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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 there are written full reasons for the judgment, they are also published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the full reasons, and therefore the written full reasons would be provided if there was such a request.