



EMPLOYMENT TRIBUNALS

Claimant: JENNIFER NORGATE
Respondent: VEOLIA ES (UK) LIMITED
Heard at: Bristol Civil and Family Justice Centre
On: 1 and 2 July 2026
Before: Employment Judge David C. Gardner

Representation

Claimant: Ms White (counsel)
Respondent: Ms Minto (counsel)

JUDGMENT

1. The Claimant's complaint that she was unfairly dismissed (capability, ill-health) by the Respondent is not well-founded and the case is dismissed.

Approved by
Employment Judge D. C. Gardner
Date: 2 July 2026

JUDGMENT SENT TO THE PARTIES ON
21 July 2026

Note

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.