



EMPLOYMENT TRIBUNALS

Claimant: Mr A Sawyer

Respondent: Bedfordshire Hospitals NHS Foundation Trust

Heard at: Watford Employment Tribunal (In Public)

On: 28 July 2026 (By video)
29, 30 July 2026 (Face to Face)

Before: Employment Judge Quill (Sitting Alone)

Appearances

For the Claimant: Litigant in person

For the respondent: Mr B Jones, counsel

JUDGMENT

1. The attachment to the Claimant's email of 28 November 2022 did not contain any protected disclosures.
2. The attachment to the Claimant's email of 17 February 2023 did contain protected disclosures.
3. The Claimant was not dismissed because he made protected disclosures. His complaint of unfair dismissal is not well-founded and is dismissed.
4. That was the only complaint and therefore the entire claim is dismissed.

5. The Claimant is ordered to pay £5000 to the Respondent as a contribution to its costs. The payment must be made by 30 November 2026.

Approved by:

Employment Judge Quill

Date: 31 July 2026

JUDGMENT SENT TO THE PARTIES ON
4 September 2026

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FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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. Written summary reasons are not 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 summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

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Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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.

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>