EMPLOYMENT TRIBUNALS

Claimant: Dr S Tanna

Respondent: Yew Tree Medical Centre (a partnership)

Heard at: Liverpool **On:** **3-6 August 2026**

Before: Employment Judge Leach; Ms F Crane; Mrs JE Williams

Representatives

For the claimant: Miss P Mather (counsel)

For the respondent: Professor A Dowling – Hussley (counsel)

JUDGMENT- LIABILITY

1. The claimant's complaint of automatic unfair dismissal (contrary to section 103A Employment Rights Act 1996) succeeds.

2. Some of the claimant's complaints that she was subjected to detriments on the grounds that she made protected disclosures succeed. These are:-

    a. A complaint that on 22 January 2025, the respondent sought to amend the claimant's remote duties and required her to attend the respondent despite previously agreeing to her remote sessions;

    b. on 6 February 2025 the respondent emailed the Claimant following the meeting on 22 January 2025 stating that she was proposing to give 12 weeks' notice for the Claimant to work in person at the Respondent instead of working from home, despite previously agreeing to her remote sessions;

    c. A complaint that the respondent stated on 6 February 2025 that if the claimant was unable to accommodate the adjustment to in-person sessions, the respondent would be taking legal advice and would need to explore alternative options regarding the claimant's role and how best to move forward.

3. The remaining complaints that the claimant was subjected to detriments on the grounds that she made protected disclosures, do not succeed and are dismissed.

Approved by:

Employment Judge Leach

6 August 2026

JUDGMENT SENT TO THE PARTIES
16 September 2026

FOR THE TRIBUNAL OFFICE

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at *https://www.gov.uk/employment-tribunal-decisions* shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/