



EMPLOYMENT TRIBUNALS

Claimant: Mr M Gerrard

Respondent: Jaguar Land Rover Limited

HELD AT: Liverpool **ON:** 3, 4, 5, 6, 7 & 10 February
2020

BEFORE: Employment Judge Shotter

MEMBERS: Ms HD Price
Mr PC Northam

REPRESENTATION:

Claimants: In person
Respondent: Ms A Smith, counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The respondent was not in breach of contract and claimant's claim for constructive unfair dismissal is not well founded and is dismissed.
2. The claimant did not raise protected disclosures in 2017 or early 2018, a protected disclosure was made on 15 March 2018 and to the Health and Safety Executive on 26 April 2018. The claimant's claims for detriment brought under section 47B and automatic unfair dismissal under section 103A of the Employment Rights 1996 as amended, are not well-founded and are dismissed.

3. The claimant did not suffer a breach of contract in respect of notice pay, and his claim for wrongful dismissal is not well-founded and is dismissed.

10.2.20 _____
Employment Judge Shotter

JUDGMENT SENT TO THE PARTIES ON
21 February 2020

FOR THE TRIBUNAL OFFICE