



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr B Bilson  
**Respondent:** Keltbray Ltd

**Heard at:** Croydon Employment Tribunal (by cloud video platform)  
**On:** 24 and 25 November 2022 and 5 January 2023

**Before:** Employment Judge Nash  
Ms R Serpis  
Ms S Khawaja

## Representation

**Claimant:** In person  
**Respondent:** Mr Allsop of counsel and Mr Dobbin, solicitor

# JUDGMENT

1. The respondent did not subject the claimant to a detriment on the ground that he made a protected disclosure under s47B Employment Rights Act 1996.
2. The respondent did not unfairly dismiss the claimant because he made a protected disclosure under s103A Employment Rights Act 1996.
3. The respondent fairly dismissed the claimant under s98 Employment Rights Act 1996.

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Employment Judge Nash  
Date 5 January 2023