

EAT clarifies the “public interest test” for whistleblowing claims

A disclosure does not need to be in the interest of the public at large in order to satisfy the “public interest test” as set out in whistleblowing legislation, and can concern only a small group of people.

Employee’s admission to misconduct meant limited investigation required

Where an employee admits to misconduct, it may be reasonable for an employer to limit its investigation into the situation.

Court jails litigants for contempt of court

Custodial sentences of 12 months and 20 months have been passed down in respect of two parties who were found to be in contempt of court.

Costs award was justifiable despite party's inability to pay

Tribunals are able to make costs awards against parties who are unable to pay at that time, so long as the tribunal considers that the party will be able to pay at some point in the future.

**ECJ rules that
“establishment” for
collective redundancy
consultation purposes means a
local employment unit, not
the whole company**

An employer making 20 or more people redundant in a 90 day period in a single establishment must consult on a collective basis. What is meant by 'establishment'?

Disobeying instruction not to contact external independent authority is grounds for dismissal

An employee who disobeyed an instruction not to contact the Information Commissioner's Office was fairly dismissed.