# Employment Tribunal – ET1 Claim Template (Whistleblowing)

## Purpose of this Template

This ET1-style template is provided to help individuals begin preparing a claim to an employment tribunal where whistleblowing is a factor in dismissal or detriment. This format follows the structure used in the UK and may be adapted for EU member states or civil proceedings.

## Instructions

• Complete this document truthfully. Only include facts that can be evidenced or reasonably argued.

• This is not a legal submission—use this to draft and later input into an official online ET1 form or hand-prepared filing.

• Replace all placeholders and edit where appropriate.

## Claimant

Name: [Your Full Name]

Address: [Your Address]

Contact: [Email / Phone]

## Respondent

Name: [Company Name]

Address: [Registered Business Address]

Representative (if any): [Legal Contact / HR Head / In-House Counsel]

## Summary of Employment

- Job Title: [Your role]

- Start Date: [Start Date]

- End Date: [Termination or Last Working Date]

- Notice Period (if any): [Insert details]

- Contract Type: [Permanent / Fixed-Term / Consultant]

## Nature of Claims

- Automatic Unfair Dismissal (Whistleblowing – s.103A ERA 1996)

- Whistleblowing Detriment (s.47B ERA 1996)

- [Optional: Breach of Contract / Unpaid Wages / Victimisation / Harassment]

## Protected Disclosures

I made protected disclosures on the following dates and subjects:

- [Date 1] – [Subject of disclosure, e.g., falsified KYC documents]

- [Date 2] – [Escalation to regulator, e.g., breach of AML policies]

These were made to: [Line Manager / Compliance / HR / External Regulator]

## Resulting Treatment and Detriments

Following these disclosures, I experienced the following actions, which I believe were retaliatory:

- [E.g., exclusion from meetings, hostile conduct]

- [Performance concerns raised for the first time after disclosure]

- [Dismissal without formal investigation or due process]

## Grounds for Automatic Unfair Dismissal

I believe the principal reason for my dismissal was that I made a protected disclosure. The dismissal occurred shortly after the disclosure(s), and I had not been subject to any prior warnings, misconduct allegations, or performance concerns.

## Remedies Sought

I respectfully seek the following outcomes:

- A declaration that I was unfairly dismissed as a result of whistleblowing;

- Compensation for loss of earnings and benefits;

- Compensation for injury to feelings (whistleblowing detriment);

- Reinstatement or re-engagement (if appropriate);

- Legal costs (if applicable).

## Additional Notes

This document is a preparatory draft. All facts stated herein are accurate to the best of my knowledge and belief. A full Schedule of Loss will be prepared separately.