



MMD

MONDAY MORNING DISPATCH

BY Chadwick Lawrence

WEEK 6

24 FEBRUARY 2025

📅 **Upcoming Media Law & Defamation Seminar** 📅 – This Wednesday, we're hosting a key session on protecting your company's reputation in the media, [register now](#).

Explore our full **2025 seminar & events calendar** below, along with upcoming **Mental Health First Aid courses**. We give you the final instalment of Daniel's video series on **commission agreements**, covering key drafting options to protect businesses. On this week's news we take a look at a civil servant winning an **unfair dismissal case** after whistleblowing on the UK government.



UPCOMING EVENTS



THE LEGAL ALTERNATIVE



THE MEDIA HUB



WHAT'S GOING ON

UPCOMING EVENTS

Seminars & Events

We're excited to share our 2025 seminar and events line-up! Our **free events** are tailored to offer something for everyone – take a look below to see what we have to offer:

👉 [Register here](#)

UPCOMING
EVENTS



26 Feb, 8:30 AM – 10:00 AM |
Hays Leeds Office
Media Law & Defamation



13 Mar, 8:30 AM – 10:00 AM |
Sedulo Leeds Office
*Planning Your Business
Future with Sedulo*



20 Mar, 4:00 PM – 6:00 PM |
The Madisson, Bradford
*Chadwick Lawrence
Corporate Charity Iftar*



27 Mar, 8:30 AM – 10:00 AM |
**Chadwick Lawrence
Wakefield Office**
*Conducting a Disciplinary
on Harassment*



8 May, 8:15 AM – 11:15 AM |
Headingley Stadium Leeds
*Health & Safety Mock Trial
with Lighthouse*



15 May, 8:30 AM – 10:00 AM |
Headingley Stadium Leeds
*Creating a Culture of
Equality, Diversity & Inclusion*

Mental Health Awareness Sessions

We're partnering with **Tailored Learning Solutions** to offer accredited Mental Health First Aid courses at our **Wakefield office**:

23–24 April | 25–26 June | 24–25 September

Details & booking: [Tailored Learning Solutions](#)
For more information, email: carolgleedhill@chadlaw.co.uk



THE LEGAL ALTERNATIVE PODCAST

New Year, New Podcast

Our podcast is back with a fresh new look and exciting topics ahead. Catch up on past episodes while we prepare for our latest releases.

➡ [Listen here](#)





➤ [Watch here](#)

THE MEDIA HUB

Commission Impossible? Not with these tips! 3/3

In the final part of this series of videos, we discuss further drafting options within commission agreements which can be used to protect the business and limit the payment of commission in certain circumstances. We touch on split commissions, the movement of customer accounts, clawback and minimising liability on termination of employment.

WHAT'S GOING ON

Civil servant who blew the whistle on UK Government wins Employment Tribunal case

A civil servant who was fired following an interview she gave to BBC Newsnight about NATO's withdrawal from Afghanistan has won her case for Unfair Dismissal.



Josie Stewart, a Civil Servant in the Foreign, Commonwealth and Development Office (FCDO) gave an interview to BBC's Newsnight about the department's handling of the crisis in Afghanistan. Stewart's commentary shed light on the "chaos" of the withdrawal, as well as emails which suggested that the then prime Minister, Boris Johnson, had prioritised the evacuation of pets from Afghanistan over other groups.

However, a BBC Journalist inadvertently identified Stewart as the source of the information on social media, which led to Stewart's security clearance being removed by the FDCO. The FDCO then argued that due to her security clearance being revoked, there

were no other suitable alternative roles for her, and that they had no choice but to fire her.

However, Stewart argued to the Employment Tribunal that her interview to the BBC constituted a 'qualifying disclosure'. A 'qualifying disclosure' is a disclosure of information which, in the reasonable belief of the worker making the disclosure, is made in the public interest. Under the Employment Rights Act, Employees who make a protected disclosure are protected from detriment. Stewart argued that the thus department acted unlawfully by revoking her security clearances and by taking the decision to dismiss her as a result of the disclosure.

The Employment Tribunal found that it had been reasonable for Stewart to go the BBC on a matter of clear public interest. It ruled that the relevant information and allegations had already been put into the public domain and was already being disputed publicly by ministers.

However, the Tribunal did not consider the leaking of the emails about the withdrawal, or the prioritising of the pet charity, to be a public interest disclosure.

The Tribunal ruled that it was "unavoidable" to suspend Stewart whilst her security clearance was reviewed but ultimately upheld Stewart's claim for unfair dismissal. They found that FDCO did not engage with the case that Stewart put forward that she had made a protected disclosure. The failure to engage with this at any point in the process meant that they did not act reasonably when they dismissed her.

Whilst the compensation owed to the Stewart is yet to be determined, the ruling is a landmark one. It is the first case of its kind to establish that a civil servant could be protected for disclosures made to the media.

CONTACT US



EMAIL

boxhr@chadlaw.co.uk



LINKEDIN

www.linkedin.com/company/employment-law-chadwick-lawrence-llp/



TWITTER

@YorkshireLegal



Chadwick Lawrence
Yorkshire's Legal People

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Our mailing address is:
Chadwick Lawrence LLP Dock Street Leeds, West Yorkshire LS10 1LX United
Kingdom