



# THE EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Vardy

**Respondent:** Healthcare Environmental Group Limited

**Heard at:** North Shields Hearing Centre      **On:** Monday 25<sup>th</sup> February 2019

**Before:** Employment Judge Martin

**Members:**

***Representation:***

**Claimant:** In Person

**Respondent:** No Attendance or representation

## JUDGMENT

1. The claimant's complaints of unfair dismissal and protected interest disclosure are well-founded and the claimant is awarded compensation in the total sum of £12,119.42 calculated as follows:

	£	£
Basic Award		1,584.95
5 X £316.99		
Compensatory Award:-	500	
Loss of Statutory Rights		
Immediate Loss	1,014.36	
4 Weeks Wages at 253.59		
Future Loss	264.36	
4 Weeks at £66.09		
Add 20% uplift for failure to Follow ACAS Code of	355.74	

Practice

Subtotal 3,719.42

Injury to feelings

8400

Total Award

12,119.42

2. The claimant is also awarded a preparation time order in the sum of £1,330.00

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EMPLOYMENT JUDGE MARTIN

JUDGMENT SIGNED BY EMPLOYMENT  
JUDGE ON  
19 March 2019

**Note**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

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