



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Vardy

**Respondent:** Healthcare Environmental Group Limited

## CERTIFICATE OF CORRECTION

### Employment Tribunals Rules of Procedure 2013

Under the provisions of Rule 69, the *Judgment* sent to the parties on 19 March 2019, is corrected as set out in block type in relation to the Total Award set out at point 1 for the Judgment.

Employment Judge **Martin**

Date 31 May 2019

**Important note to parties:**

Any dates for the filing of appeals or reviews are not changed by this certificate of correction and corrected judgment. These time limits still run from the date of the original judgment, or original judgment with reasons, when appealing.



**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 £12,119.41 calculated as follows:

	£	£
Basic Award		1,584.95
5 X £316.99		
Compensatory Award:-		
Loss of Statutory Rights	500	
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 Practice	355.74	
		Subtotal 3,719.41
Injury to feelings		8400
Total Award		12,119.41

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**

**JUDGMENT SENT TO THE PARTIES ON**

**19 March 2019**

**AND ENTERED IN THE REGISTER**

**G Palmer**

**FOR THE TRIBUNAL**

**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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.