



EMPLOYMENT TRIBUNALS

Claimant: Mr M Gulzamir

Respondent: Synergy Health Managed Services Limited,
trading as Synergy LMS

JUDGMENT

No response having been submitted by the respondent and the Tribunal being satisfied that a determination can properly be made on the available material Judgment is entered under rule 21.

1. The claimant was unfairly dismissed by the respondent under general principles, on the ground he made protected disclosures and, there being no health and safety committee or representative, on the ground the claimant brought to the attention of the respondent by reasonable means circumstances connected with his work which he reasonably believed were harmful or potentially harmful to health and safety.
2. The respondent shall pay to the claimant compensation in respect of the unfair dismissal in the sum of **£5,854.46**. That comprises a basic award of **£1,073** and a compensatory award of **£4,781.46**. The compensatory award includes past losses of £2,201.46, future losses of £2,080 and loss of statutory rights of £500.
3. The recoupment provisions apply. The prescribed element is £2,201.46 and the prescribed period is from 25 November 2021 to 26 April 2022. The total award exceeds the prescribed element by £3,653.

Employment Judge D N Jones
Date: 26 April 2022

Sent to the parties on:
Date: 11 May 2022