



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Syed Bokhari

**Respondent:** Fine Futures Limited

**Heard at:** Reading **On:** 21, 22, 23, 24, 25, 28 and 29  
March 2022

**Before:** Employment Judge Gumbiti-Zimuto  
Members: Mrs D Ballard and Mr J Appleton

**Appearances**

**For the Claimant:** Miss H Hayes-Ramage, Free Representation Unit

**For the Respondent:** Mr Gregory Hine, solicitor

## JUDGMENT

UPON Reconsideration by consent the judgment sent to the parties on the 8 April 2022 is varied as follows:

1. The claimant was dismissed because he made protected disclosures. The claimant was unfairly dismissed. The claimant was subjected to detriment because he made protected disclosures The respondent is ordered to pay to the claimant the compensation in the sum of **£59,649.75**.
2. The said judgment comprises of the following:

Unfair dismissal: Basic award	£1,365.57
Unfair Dismissal: Compensatory award	
Loss of earnings	£29,069.82
Loss of statutory rights	£500
Unlawful deduction from wages	£150
Injury to Feelings	£15,000
Interest on injury to feelings	£4,366.03
ACAS uplift at 15%	£7,567.71
Total before grossing up	£58,019.13
Grossing up element	£1,630.62
Grand Total:	£59,649.75

3. The recoupment provisions apply to this award the prescribed element is £29,069.82. The period to which it applies is the 22 February 2018 until 22 August 2019.

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Employment Judge Gumbiti-Zimuto

Date: 21 September 2023

Sent to the parties on: 16 October 2023

For the Tribunals Office

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