



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D.M.S. Bakht  
**Respondent:** Barts Health NHS Trust  
**Heard at:** East London Hearing Centre  
**On:** 13 June 2025  
**Before:** Employment Judge Massarella  
Miss S. Harwood  
Mr M. Wood

## Representation

**Claimant:** Did not attend and was not represented  
**Respondent:** Ms G. Crew (Counsel)  
**Bengali interpreter:** Mr Hasan

# JUDGMENT ON REMEDY

The judgment of the Tribunal is that: -

1. the Claimant is awarded £11,000 in respect of injury to feelings as a result of the single, pre-termination act of whistleblowing detriment;
2. the Tribunal awards an ACAS uplift on that sum of £550 (5%);
3. the Tribunal awards interest at 8% on those sums in the amount of £3,222.61 ( $11,550 \times 0.08 \times 1/365 \times 1273$  days from the date of the act of whistleblowing detriment to the calculation date);
4. the Claimant is not entitled to an award for loss of earnings;
5. the Claimant is not entitled to an award for aggravated damages;

6. the Respondent shall pay to the Claimant the total sum of £14,772.61 without any deductions.

Employment Judge Massarella  
Date: 13 June 2025

**Notes**

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.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>