



# EMPLOYMENT TRIBUNALS

**Claimant:** **Mr M Burylo**

**Respondent:** **GXO Logistics UK Limited**

**Heard at:** **Watford**

**On:** **3 and 4 December 2025**

**Before:** **Employment Judge Isabel Manley**  
**Ms S Boot**  
**Mr P Randall**

## **Appearances**

**Claimant:** **In person**

**Respondent:** **Mr L O'Shaughnessy, counsel**

**Polish Interpreter:** **Ms D Wasowska**

## **JUDGMENT**

- 1 The claimant was employed at a place where there was a safety committee and he has not shown that it was not reasonably practicable to raise health and safety matters with that committee.
- 2 In any event, the reason (or the principal reason) for the claimant's dismissal was not that he had raised health and safety concerns.
- 3 His claim for automatically unfair dismissal under section 100 c) Employment Rights Act 1996 fails and is dismissed.
- 4 The reason for the claimant's dismissal related to his capability for performing the work of the kind which he was employed to do.
- 5 The dismissal was not unfair and his claim under section 98 Employment Rights Act 1996 fails and is dismissed.

Approved by Employment Judge Isabel Manley

Date 5 December 2025

JUDGMENT SENT TO THE PARTIES ON  
23 December 2025

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FOR THE TRIBUNAL OFFICE

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.