



EMPLOYMENT TRIBUNALS

Claimant	Respondent
Mr N Psaila	BFT Mastclimbing Limited
Heard at Watford by CVP	On: 20 August 2026
Before: Employment Judge Manley	

For the Claimant: Mr J Psaila, brother and lay representative
For the Respondent: Mr W Cowley, litigation consultant

JUDGMENT ON REMEDY

1 The claimant's complaints of public interest disclosure detriment and dismissal having succeeded, the respondent is ordered to pay the following sums to the claimant:

(1) Compensatory award for automatic unfair dismissal

Loss of wages from 31 July 2024 to 22 September 2024 (less pay in lieu of notice)
£1916.12

Pension loss
£191.44

Total	£2107.56
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(2) Injury to feelings

Injury to feelings

Middle Vento band	£20,000
+ interest at 8% for 750 days	£3285

Total	£23,285
Total of (1) and (2)	<u>£25,392.56</u>

- 2 No award is made for aggravated damages.
- 3 There is no ACAS uplift.
- 4 No preparation time order is made.

Approved by
Employment Judge Isabel Manley
Dated 20 August 2026
Sent to the parties on:
25 September 2026
For the Employment Tribunals

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If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.