



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondent

Mr M Payne

v

Cambridge Classics Ltd

**Heard at:**

Cambridge

**On:**

5 October 2023

**Before:**

Employment Judge Andrew Clarke KC

## Appearances

**For the Claimant:** In person

**For the Respondent:** No appearance

## JUDGMENT

1. By a judgment dated 3 April 2023 the claimant's claim for unfair dismissal succeeded.
2. The claimant is not entitled to a Basic Award having already received a redundancy payment.
3. Save for the loss of statutory rights (assessed at £250) the claimant has suffered no other losses as a result of his dismissal. Hence the compensatory award is £250.
4. Given that the claimant commenced new employment three days after his dismissal and made no claim for benefits in relation to those days, the recoupment regulations do not apply.

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Employment Judge Andrew Clarke KC

Date: 16 October 2023

Sent to the parties on:  
15 November 2023

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.