



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Newman

**Respondent:** EmpathyBroker Limited

**Heard at:** Bury St Edmunds Employment Tribunal (CVP)

**On:** 28, 29 April, 29 May 2025

**Before:** Employment Judge M Magee

## Representation

**Claimant:** Mr Harris (counsel)

**Respondent:** Mr Frew (counsel)

# JUDGMENT

1. The Claimant's claim for unfair dismissal is well founded and succeeds.
2. The By agreement between the parties the Respondent shall pay to the Claimant the sum of £107,636.00 less deductions, consisting of:
  - a. Unfair dismissal basic award £1,929.00
  - b. Unfair dismissal compensatory award £105,707.00

Approved by

Employment Judge **Magee**

Date 29 May 2025

JUDGMENT SENT TO THE PARTIES ON

25/6/2025

FOR THE TRIBUNAL OFFICE

### **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/>