



EMPLOYMENT TRIBUNALS

Claimant: Sir Justin Burrows
Respondent: Papa Ninos Limited

Heard at: By CVP **On:** 23 and 24 June 2025

Before: Employment Judge Elizabeth Gibson

Representation:

Claimant: In person
Respondent: Mr Derek Hilton accountant and agent

JUDGMENT

The judgment of the Tribunal is as follows:

1. The Claimant's claim in respect of unfair dismissal is well founded. The Claimant was dismissed by the Respondent by reason of redundancy and under section 163 of the Employment Rights Act 1996 it is determined that the Claimant is entitled to a redundancy payment of **£6,864**.
2. No basic award is payable in addition to the redundancy payment.
3. As a result of his unfair dismissal the Claimant lost certain statutory rights. The Respondent shall pay the Claimant the sum of **£500** as compensation for this loss.

4. The Claimant's complaint of breach of contract in relation to notice pay is well-founded.
5. The Respondent shall pay the Claimant **£1408** as damages for breach of contract. This figure has been calculated using gross pay to reflect likelihood that the Claimant will be taxed upon it as Post Employment Notice Pay.
6. The Respondent shall pay the Claimant **£8772** in total.

Approved by:

Employment Judge Gibson
01 July 2025

JUDGMENT SENT TO THE PARTIES ON
11 July 2025 By Mr J McCormick

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/