



EMPLOYMENT TRIBUNALS

Claimant: Mr Justin Cooper

Respondent: R & M Contractors Ltd

Heard at: London South, in public, by CVP **On:** 28 October 2025

Before: Employment Judge Tsamados (sitting alone)

Representation

Claimant: in person

Respondent: did not attend, was not represented

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

- 1) The Claimant was unfairly dismissed and is entitled to an award of compensation in the sum of £8,250 payable by the Respondent. This is comprised of:
 - a) A Basic Award of £5,250 based on his age of 54 at the effective date of termination, the maximum statutory amount of a week's pay of £700, 5 complete years' service and a multiplier of 7.5;
 - b) A Compensatory Award of £2,500 in respect of fees for qualifications that the Respondent was required to pay and £500 in respect of loss of statutory rights;
- 2) The Claimant was wrongfully dismissed and is entitled to damages for breach of contract payable by the Respondent in the sum of £7,125 gross, representing his entitlement to 5 weeks' statutory payment in lieu of notice payable at £1425 gross per week.
- 3) The Claimant is not entitled to a statutory redundancy payment.

Employment Judge Tsamados
01 December 2025