



EMPLOYMENT TRIBUNALS

Claimant: Mr. J. McLear

Respondent: Rural Payments Agency

Heard at: Carlisle

Before: Judge Callan
Ms. K. Fulton

On: 11 November 2025

Representation

Claimant: In person

Respondent: Mr. D. Tinkler, counsel

JUDGMENT ON REMEDY

The unanimous judgment of the Tribunal is that the Respondent is Ordered to pay the claimant the sums set out below, subject to the Recoupment Regulations 1996:

(1) Basic award (£11,549.85 minus 60% contributory fault) £ 4,619.94

(2) Wrongful dismissal £484.23 x 12 weeks £ 5,810.76
(19/02/2024 – 13/05/2024)

(3) Compensatory award of £ 4,314.50 made up of:

- (i) £500 for loss of statutory rights;
- (ii) £10,244.85 loss of pension contributions;
- (iii) £27,040.86 loss of earnings
- (iv) (i) to (iii) = £37,785.71 minus £10,820.10 earnings
= £26,965.61
- (v) Minus 60% Polkey deduction = £10,786.24

- (vi) Minus 60% contributory fault = £4,314.50
- (4) The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply – please see the following paragraph and the Annex to this judgment.
- (5) Recoupment – prescribed period 13/05/2024 to 11/11/2025 (77 weeks)
- (6) Prescribed element – **£10,816.34**
loss of wages (excluding loss of pension contributions) =
£351.18 x 77 = £27,040.86 minus 60% contributory fault
- (7) The basic award and wrongful dismissal compensation are payable by the respondent to the claimant immediately.**

Judge Callan

Date 13 November 2025

JUDGMENT SENT TO THE PARTIES ON

7 January 2026

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**ANNEX TO THE JUDGMENT
(MONETARY AWARDS)**

Recoupment of Benefits

The following particulars are given pursuant to the Employment Protection (Recoupment of Benefits) Regulations 1996, SI 1996 No 2349.

The Tribunal has awarded compensation to the claimant, but not all of it should be paid immediately. This is because the Secretary of State has the right to recover (recoup) any jobseeker's allowance, income-related employment and support allowance, universal credit or income support paid to the claimant after dismissal. This will be done by way of a Recoupment Notice, which will be sent to the respondent usually within 21 days after the Tribunal's judgment was sent to the parties.

The Tribunal's judgment states: (a) the total monetary award made to the claimant; (b) an amount called the prescribed element, if any; (c) the dates of the period to which the prescribed element is attributable; and (d) the amount, if any, by which the monetary award exceeds the prescribed element. Only the prescribed element is affected by the Recoupment Notice and that part of the Tribunal's award should not be paid until the Recoupment Notice has been received.

The difference between the monetary award and the prescribed element is payable by the respondent to the claimant immediately.

When the Secretary of State sends the Recoupment Notice, the respondent must pay the amount specified in the Recoupment Notice to the Secretary of State. This amount can never be more than the prescribed element of any monetary award. If the amount is less than the prescribed element, the respondent must pay the balance to the claimant. If the Secretary of State informs the respondent that it is not intended to issue a Recoupment Notice, the respondent must immediately pay the whole of the prescribed element to the claimant.

The claimant will receive a copy of the Recoupment Notice from the Secretary of State. If the claimant disputes the amount in the Recoupment Notice, the claimant must inform the Secretary of State in writing within 21 days. The Tribunal has no power to resolve such disputes, which must be resolved directly between the claimant and the Secretary of State.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2401222/2024**

Name of case: **Mr J McLear** v **Rural Payments Agency**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 7 January 2026

the calculation day in this case is: 8 January 2026

the stipulated rate of interest is: **8% per annum**.

For the Employment Tribunal Office