



# THE EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Richmond

**Respondent:** Royale Oceanic International Ltd

**Heard By:** Newcastle Employment Tribunal

**By:** Cloud Video Platform (CVP)

**On:** 4 November 2025

**Before:** Employment Judge Martin

***Representation:***

**Claimant:** In Person

**Respondent:** No attendance or representation

## JUDGMENT

- 1) The claimant's claim for a redundancy payment is well founded. The claimant is not awarded any compensation.
- 2) The claimant's complaint of breach of contract (notice pay) is well founded. The claimant is awarded the sum of £10,727.09 (net) in respect thereof
- 3) The claimant's complaint of unfair dismissal is also well founded, and the claimant is awarded compensation in the sum of £8410.24 in respect thereof.

## REASONS

Oral reasons were given at the hearing. The parties are entitled to apply for written reasons within 14 days of this judgement.

Case Number: 2500681/2025

EMPLOYMENT JUDGE MARTIN

JUDGMENT SIGNED BY EMPLOYMENT  
JUDGE ON

15 November 2025

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