



THE EMPLOYMENT TRIBUNALS

Claimant: Mr D Thompson

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/Representation

JUDGMENT

- 1) The claimant's Claim for a redundancy payment is well founded. No award is made to the claimant.
- 2) The claimant's complaint of breach of contract (notice pay) is well founded. No award is made to the claimant.
- 3) The claimant's complaint of breach of the Working Time Regulations (holiday pay) is well founded, and the claimant is awarded the sum of £3294.17 (gross).
- 4) The claimant's complaint of unlawful deduction from wages is well founded and the claimant is awarded the sum of £1151.62 (gross).
- 5) The claimant's complaint of unfair dismissal is well founded, and the claimant is awarded compensation in the sum of £3085.20.

REASONS

Case Number: 2500710/2025

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

EMPLOYMENT JUDGE MARTIN

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON**

15 November 2025

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