



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Mark Burns

**Respondent:** Field Lane

**Heard at:** London South via CVP (video)

**On:** 29 January 2026

**Before:** Employment Judge Beckett

**Appearances:**

For the claimant: in person

For the respondent: Miss Sarah Redfearn

## JUDGMENT

The Judgment of the Tribunal is as follows:

1. The complaint of wrongful dismissal/ breach of contract in relation to notice pay is well-founded.
2. The respondent shall pay the claimant £961.15 as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post-Employment Notice Pay.
3. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 25% in accordance with s207A Trade Union & Labour Relations (Consolidation) Act 1992.
4. Therefore, the total sum to be paid to the claimant is £1,201.44.

5. Recoupment does not apply to this award.

Approved by :  
**Employment Judge Beckett**

Dated: 29 January 2026

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Sent to Parties.  
6 March 2026

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 Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions).