



EMPLOYMENT TRIBUNALS

Claimant: Mr Slifkin

Respondent: Bayfreight Ltd

Heard at: Manchester (by CVP)

On: 29 June 2026

Before: Employment Judge KM Ross

REPRESENTATION:

Claimant: In person

Respondent: Mr Randall, US qualified Attorney

REMEDY JUDGMENT

The judgment of the Tribunal is :

1. A basic award of £3,235.50 (£719 statutory weekly maximum x three years complete service x 1.5 for being aged over 41 years).
2. A compensatory award:
 - (i) One week's net pay for loss of statutory rights £ 636.03
 - (ii) Seven weeks loss of earnings at £636.03 per week £4,452.21
3. Grand total payable to the claimant within 14 days of the date of this judgment £8,323.74.
4. There is no uplift or decrease for any failure to follow the ACAS Code of Practice because I made no findings of any breach of the Code.
5. There is no claim for notice pay because the claimant was paid for his notice period, which he worked. There is no claim for holiday pay because the claimant did not bring a claim for holiday pay on his original claim form. There

is no claim for bonus payment in December 2025 because the claimant was not employed in December 2025.

6. The Recoupment Regulations do not apply.

Approved by Employment Judge KM Ross

30 June 2026

JUDGMENT SENT TO THE PARTIES ON

6 August 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6027288/2025**

Name of case: **Mr Slifkin** v **Bayfreight Ltd**

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: 6 August 2026

the calculation day in this case is: 7 August 2026

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

For the Employment Tribunal Office