



# EMPLOYMENT TRIBUNALS

**Claimant**

Mr J Patterson

**Respondent**

Splend Limited

**Held at: Watford (and by CVP)**

**On: 28 and 29 November 2024**

**Before: Employment Judge Manley**

**Claimant:** In person

**Respondent:** Mr S Watson, Head of Business Operations and People

## JUDGMENT

- 1 The claimant was not an employee with the respondent between October 2019 and October 2021 (but was an employee between October 2021 and December 2023).
- 2 The claimant was dismissed for a reason relating to his conduct.
- 3 That dismissal was procedurally unfair.
- 4 If a fair procedure had been followed the claimant would have been fairly dismissed one month later.
- 5 The respondent unreasonably failed to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures and an increase of 20% is added to the awards below.
- 6 The claimant is awarded the following sums, to which the recoupment regulations do not apply:-

**(1) Basic Award**

2 x £643      £1286

Plus 20%      £257.20

£1543.20

**(2) Compensatory award**

One month's net loss	£557.33	
Loss of statutory rights £300	£587.33	
Plus 20%	£117.46	£704.79

Total sum to be paid to the claimant by the respondent

**£2247.99**

7 The respondent is ordered to pay that sum to the claimant.

**Employment Judge Isabel Manley**

**Dated 1 December 2024**

**JUDGMENT SENT TO THE PARTIES  
ON 3 January 2025**

**FOR SECRETARY OF THE TRIBUNAL**

Note

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.