



EMPLOYMENT TRIBUNALS

Claimant: Mr Nigel Brabbins

Respondent: SSLP Group Limited

Heard at: Cambridge (by CVP)

**On: 1, 2, 3, 4 and 5 July
23, 27-29 August, and the
10 and 11 October 2024**

Before: Employment Judge L Brown

REPRESENTATION:

Claimant: Mr Rozycki, Counsel

Respondent: Mr Turpin, Peninsula, and latterly Mr Ocloo, Peninsula.

JUDGMENT

The judgment of the Tribunal is as follows:

Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
 2. 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 s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
 3. It is just and equitable to reduce the basic award payable to the claimant by **10%** because of the claimant's conduct before the dismissal.
1. The respondent shall pay the claimant the following sums:
 - (a) A basic award of **£5395.95**.

(b) A compensatory award of **£93,878.00**.

Note that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

2. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:
 - a. The total monetary award (i.e. the compensatory award plus basic award) payable to the claimant for unfair dismissal is **£99,273.95**
 - b. The prescribed element is **£6473.98**.
 - c. The period of the prescribed element is from **24 August 2022 to the 11 October 2024**.
 - d. The difference between (a) and (b) is **£92,799.97**.

Non-compliance with ACAS Code

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 s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

Employment Judge L Brown

11 October 2024

Judgment sent to the parties on:
14 October 2024

For the Tribunal:

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

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