



EMPLOYMENT TRIBUNALS

Claimant: **Mr F Lopes**

Respondent: **Applied Technology Developments Limited**

Heard at: Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE

On: 15 and 16 December 2025

Before: Employment Judge Adkinson sitting alone

Appearances

For the claimant: In person

For the respondent: Mr D Jones, Counsel

JUDGMENT

UPON hearing from the claimant in person and Counsel for the respondent

AND UPON the parties consenting to a judgment for notice pay in the sum of £1,485.75 gross AND the Tribunal thinking it fit to make such an order

AND UPON hearing the evidence and submissions of the parties

IT IS THE TRIBUNAL'S JUDGMENT THAT

1. The claimant's complaints that he was subjected to a detriment for making a protected disclosure are dismissed
2. The claimant's complaint he was automatically unfairly dismissed for making a protected disclosure is dismissed
3. The respondent nonetheless unfairly dismissed the claimant. The respondent must pay to the claimant £2,252.44 made up of
 - 3.1. Loss of earnings of £1,745.52,
 - 3.2. Loss of pension contributions of £56.92, and
 - 3.3. Compensation for loss of statutory rights of £450
4. By consent, the respondent must pay to the claimant his notice pay of £1,485.76 gross.

The following information is prescribed for the purposes of the **Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 (SI 1996/2349)**

Prescribed element: £1,745.52

Prescribed period: 30 November 2023 to 16 December 2025;

Total award: £3,738.20

Balance: £1992.68 subject to any tax and national insurance in respect of notice pay.

Approved by:

Employment Judge Adkinson

Dated: 16 December 2025

Sent to the parties on

...09 January 2026.....

For the Employment Tribunal

Notes

Reasons for the judgment or order 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

All judgments (apart from withdrawal judgments) and written reasons for the judgments (if provided) are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

Appeals

You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: <https://www.gov.uk/appeal-employment-appeal-tribunal>.

Recordings

If a Tribunal hearing has been recorded, you may request a transcript of the recording upon payment of any fee due. 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. You can access the Direction and the accompanying Guidance here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>.