



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Vaca

**Respondent:** Splendid Hospitality Group LLP

**Heard Sheffield by video**

**ON: 14 and 15 January**

**BEFORE:** Employment Judge Brain

**REPRESENTATION:**

**Claimant:** In person

**Respondent:** Mr D Sillitoe, solicitor

## JUDGMENT

1. The respondent's application for the Tribunal to strike out or dismiss the claim for illegality is refused, it being disproportionate to do so.
2. The claimant's complaint of unfair dismissal is not well-founded and stands dismissed.

**Approved by Employment Judge Brain**

Date: 15 January 2026.

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Sent to the parties on:

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For the Tribunal:

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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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>