



EMPLOYMENT TRIBUNALS

Claimant: JUSTIN SPENCER

Respondent: SPOR GROUP LTD

Heard at: Watford by Cloud Video Platform

On: 30 January 2026

Before: Employment Judge David Gardner

Representation:

Claimant: Mr Spencer

Respondent: Mr Overs (Litigation Consultant)

JUDGMENT

1. The Respondent was in breach of contract by dismissing the Claimant without three months notice or refusing to pay the Claimant 3 months pay in lieu of notice.
2. The Respondent is ordered to pay the Claimant the sum of £15,615.38 being damages for the breach of contract. That is calculated as follows:

3 months salary in lieu of notice (3 x £5833.33)	£17,499.99
1 day holiday pay owed	£269.23
Minus	
Sums already paid	- £2153.84
TOTAL:	£15,615.38

3. The above figures were agreed by the parties at the hearing, but should any party consider the mathematics incorrect, they have may apply for reconsideration of these sums by writing to the Tribunal within 14 days of receipt of this judgment.
4. The sums orders above shall be paid by the Respondent to the Claimant within 14 days of receipt of this judgment.

Approved by
Employment Judge David C. Gardner

Date 10 February 2026
JUDGMENT SENT TO THE PARTIES ON
24 February 2026

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FOR THE TRIBUNAL OFFICE

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.