



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4102597/2019

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Held in Inverness on 15 January 2020

Employment Judge: Rory McPherson

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Katie Common

**Claimant
Represented by
E Stafford -
Solicitor**

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20 **Seaforth Saddlers Ltd**

**Respondent
Not Present and
Not Represented**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The decision of the Employment Tribunal is that

1. The claimant's claim for unfair dismissal succeeds; and

2. The claimant is entitled to;

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a) a basic award, in terms of ss119 to 122 of the Employment Rights Act 1996 (**ERA 1996**), of **Three Thousand Seven Hundred and Thirty Nine Pounds and Fifty Pence (£3,739.50)**; and

b) a compensatory award, in terms of s123 of **ERA 1996** [after 25% uplift in accordance with s207A of the Trade Union and Labour Relations (Consolidation) Act 1992 (**TULR(C)A**)], of **Twelve**

E.T. Z4 (WR)

**Thousand One Hundred and Seventy Four Pounds and Ninety
Three Pence (£12,174.93).; and**

3. The respondent is ordered to pay the claimant the monetary award in the sum
of **Fifteen Thousand Nine Hundred and Fourteen Pounds and Forty
5 Three Pence (£15,914.43)**. As there is no prescribed element, in terms of
the Employment Protection (Recoupment of Benefits) Regulations 1996, this
sum is payable immediately.

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REASONS

Oral reasons were given at the hearing.

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20 **Employment Judge:** **Rory McPherson**
Date of Judgment: **15 January 2020**
Date Sent to parties: **17 January 2020**

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