



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4101879/2020 (A)

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Held via telephone conference call on 30 June 2020

Employment Judge S Cowen

10 **Mr J Louden**

**Claimant
In Person**

15 **ACL Ltd**

**Respondent
Not present and
Not represented**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

1. The Respondent having failed to respond to the claim, the Tribunal was satisfied on the material presented under rule 21 to issue judgment for the Claimant in respect of his unfair dismissal.

25 2. The Tribunal assessed compensation to the Claimant as follows;

- a. Basic award £1627.50
- b. Past loss of earnings £8,370,
- c. Loss of statutory rights £350
- d. Future loss of earnings £4185

30 **A total award of £14,532.50.**

REASONS**Background**

1. This is a claim arising from the claimant's dismissal by the respondent on 25 February 2020. The claimant is a litigant in person and represented himself today. The respondent was not represented and did not appear. The claimant has given evidence to the Tribunal by telephone, under oath, regarding his loss.

The Facts

2. The Claimant was provided with no reason for dismissal, no apparent procedure was followed.
3. The Respondent has failed to engage in the claim and the Tribunal was satisfied that there was sufficient material under rule 21 to order judgment in favour of the Claimant.
4. The Claimant gave evidence under oath with regard to his losses. He outlined that he earned £465 per week and had not found any alternative employment since his dismissal. He had not been able to pursue alternative work due to the Covid -19 lockdown. He had contacted his local job centre and was considering retraining in order to be able to apply for a wider range of jobs within the building industry.
5. The Tribunal was satisfied that the Claimant should be awarded the appropriate basic award, loss of earnings and loss of statutory rights awards in respect of his unfair dismissal. No application was made for loss of notice pay.

6. No award was made for the anxiety and stress suffered by the Claimant, as requested, as this is not an award within the jurisdiction of the Tribunal. Calculated awards were made as set out in the order above.

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Employment Judge: S Cowen
Date of Judgment: 30 June 2020
Entered in register: 02 July 2020

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