



## EMPLOYMENT TRIBUNALS (SCOTLAND)

5

**Case No: 4112519/19**

10

**Held on 2 March 2021**

**Employment Judge J M Hendry**

15  
**Mrs A Robertson**

**Claimant  
Represented by  
Mr F H Lefevre,  
Solicitor**

20  
**Ris Retail Ltd**

**Respondent  
No Appearance  
and not Represented**

25

### **JUDGMENT FOR THE TRIBUNAL**

For the reasons given orally at the hearing on 2 March 2021 the Employment Tribunal finds as follows:

30

1. The claimant was unfairly dismissed by the respondent company from her employment as a cashier/assistant on 26 August 2019 and the respondent company, Ris Retail Ltd, shall pay the claimant the following sums:

35

i) A basic award based on the claimant's length of service (24 years), her age (78 years) and contracted gross weekly salary (£164.20) amounting to Four Thousand, Nine Hundred and Twenty-Six Pounds (£4,926);

**E.T. Z4 (WR)**

- 5           ii) The sum of Eighteen Thousand Four Hundred and Fifty Two pounds (£18452) being a compensatory award based on the claimant's net remuneration of £179.52 for the period of 67 weeks from 18 November 2019 to 2 March 2021 amounting to Twelve Thousand, and Twenty-Seven Pounds and Eighty-Four Pence (£12,027.84) together with an uplift of 25% (£3,006.96) and future loss of 13 weeks (£2,333.76) together with a 25% uplift of (£583.44) thereon, and Four Hundred Pounds for loss of statutory rights (£400) together with an uplift of 25% (£100).
- 10           iii) The sum of One Thousand, Nine Hundred and Seventy Pounds and Forty Pence (£1,970.40) (12 weeks @ £164.20) in respect of the respondent's failure to pay the claimant notice;
- 15           iv) The sum of Three Hundred and Twenty-Eight Pounds and Forty Pence (£328.40) being accrued but unpaid holidays (2 weeks @ £164.20) and finally;
- 20           v) The sum of Three Hundred and Twenty-Eight Pounds and Forty Pence (£328.40) in respect of the respondent's failure to provide written reasons for dismissal

25           **Employment Judge J Hendry**

**Dated: 11 March 2021**

30           **Date sent to parties: 11 March 2021**