



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4102651/2020 (V)

Held in Edinburgh via Cloud Video Platform on 21 January 2021

Employment Judge Brewer

Mr G Hawkins

**Claimant
In person**

Dem-master Demolition Limited

**Respondents
Represented by:
Mr P Speedie,
Director**

JUDGMENT

1. The claimant was unfairly dismissed.
2. The claimant's conduct in refusing to return to work following furlough was wholly to blame for the dismissal and in accordance with sections 122(2) and 123(6) Employment Rights Act 1996, I consider it just and equitable to reduce the basic and compensatory awards by 100%.

Employment Judge: Martin Brewer
Date of Judgment: 21 January 2021
Entered in register: 22 January 2021
and copied to parties

I confirm that this is my Judgment in the case of Hawkins v Dem-master Demolition Limited and that I have signed the Judgment by electronic signature.