



## EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case Numbers: 4110568/2019 (V) and 4110569/2019 (V)

Preliminary Hearing held remotely by CVP on 24 and 25 August 2020

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Employment Judge M Whitcombe

15 (1) Elaine Wood  
(2) Stephen Wood

Claimants  
Represented by:  
Mr Mowat  
(Solicitor)

20 Douglas Hotel Arran Ltd

Respondent  
Represented by:  
Mr Milligan  
(Solicitor)

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### JUDGMENT

The judgment of the Tribunal is as follows.

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- (1) Both claimants were unfairly dismissed.
  - (2) There will not be any reduction in compensation for contributory fault.
  - (3) The compensatory award will be reduced by 80% to reflect the chance of fair dismissals following a fair procedure.
  - (4) The first claimant is also entitled to the balance of her notice pay as
- 35 damages for breach of contract.
- (5) The compensation due to the first claimant has been agreed as follows:
    - a. A basic award of £6,300.
    - b. A compensatory award of £3,825.51.

c. Notice pay of £1,496.03.

(6) The compensation due to the second claimant has been agreed as follows:

a. A basic award of £2,362.50.

5 b. A compensatory award of £4,523.80.

(7) Oral reasons were given. There was no request for written reasons.

10 Employment Judge: M Whitcombe  
Date of Judgment: 28 August 2020  
Entered in register: 28 August 2020  
and copied to parties