



EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case No: 4104407/20

Held on 5 August 2021

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Employment Judge J M Hendry

Mrs J Cameron

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**Claimant
Represented by
Mr M A Smith,
Solicitor**

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Ian Leslie t/a Chaos Hair Studio

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**Respondent
Represented by
Mr I Leslie
Proprietor**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

For the reasons given orally at the Hearing on 5 August 2021 the application for a finding of unfair dismissal succeeds and the respondent shall pay the claimant the following sums:

1. A total monetary award of **Five Thousand Four Hundred and Sixty-Seven pounds and Forty-Seven pence** consisting of:
 - a) A basic award based on the claimant's age and service including a 25% uplift for breach of the ACAS Code (7 x 226.90 x 25%) totalling **One Thousand, Nine Hundred and Eighty-Five Pounds and Thirty-Eight Pence** (£1,985.38);

E.T. Z4 (WR)

b) A compensatory award amounting to **Three Thousand Four Hundred and Eighty-Two pounds and Nine pence** (£3,482,09) consisting of loss of wages of £2,217.60, loss of statutory rights of £500, loss of pension contributions of £68.07 together with a 25% uplift for breach of the ACAS Code amounting to £696.42.

2. The Recoupment Regulations apply and the prescribed element (loss to the date of the hearing), amounts to **£2,217.60**. The monetary award exceeds the prescribed element by **£3,249.87** (£5467.47 less £2217.60).

Employment Judge

JM Hendry

Dated

25 August 2021

Date sent to parties

25 August 2021