



EMPLOYMENT TRIBUNALS (SCOTLAND)

5 Case Numbers: 4123758/2018, 4123441/2018 and 4122647/2018

Hearing held in Glasgow on 22 July 2019

Employment Judge M Whitcombe

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Mrs A Major

First Claimant
Represented by:

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Ms M Swira
(Strathclyde University
Law Clinic)

Mrs R MacDonald

Second Claimant
Represented by:

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Ms M Swira
(Strathclyde University
Law Clinic)

25 Mrs K Ross Wilson

Third Claimant
Represented by:

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Ms M Swira
(Strathclyde University
Law Clinic)

Bute House Limited

Respondent
Did not attend
No representation

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JUDGMENT

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The judgment of the Tribunal is as follows.

(1) All three claimants were unfairly dismissed.

- (2) All three claimants were wrongfully dismissed, in that they were dismissed without notice in breach of contract.
- (3) The claims brought by the claimants Mrs MacDonald and Mrs Major for a protective award were withdrawn at the hearing and are now dismissed.
- (4) The claim brought by the claimant Mrs Ross Wilson for unlawful deductions from pay in respect of accrued but untaken entitlement to paid annual leave was withdrawn at the hearing and is now dismissed.
- (5) The claimant Mrs Major is entitled to compensation as follows:
- a. A basic award for unfair dismissal of £7,500;
 - b. A compensatory award for unfair dismissal of £6,491.24;
 - c. Notice pay as damages for breach of contract of £2,781.96 (net);
 - d. Unlawful deductions from wages in respect of accrued but untaken entitlement to paid annual leave of £229 (gross);
 - e. Other unlawful deductions from wages of £45 (gross).
- (6) The claimant Mrs MacDonald is entitled to compensation as follows:
- a. A basic award for unfair dismissal of £9,456.30;
 - b. A compensatory award for unfair dismissal of £1,672.60;
 - c. Unlawful deductions from wages in respect of accrued but untaken entitlement to paid annual leave of £450.30 (gross);
 - d. Notice pay as damages for breach of contract of £4,337.64 (net).
- (7) The claimant Mrs K Ross Wilson is entitled to compensation as follows:
- a. A basic award for unfair dismissal of £8,153.88;
 - b. A compensatory award for unfair dismissal of £8,211.18;
 - c. Notice pay as damages for breach of contract of £3,870.24 (net).
- (8) The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Recoupment Regulations 1996 do not apply to the above awards of compensation for unfair dismissal.

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