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**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4105348/2020**

**Held in Glasgow on 4-5 March 2021**

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**Employment Judge: O'Dempsey**

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**Mr A Wallace**

**Claimant  
Represented by:  
Mr MacDougall -  
Solicitor**

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**Martin Precision Limited**

**Respondent  
Represented by:  
Ms L Miller  
Consultant**

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**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

The Claimant's claim for unfair dismissal succeeds. The respondent shall pay, subject to recoupment compensation in the following sums:-

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- (1) A basic award of £0 (extinguished by redundancy payment received by the Claimant).
- (2) A compensatory award calculated as including £15,643 from the effective date of termination of 8 September 2020 to 5 March 2021. Future loss of 8 weeks at £540.37, £4,332.96.

(3) Giving a total compensatory element before application of a 60% reduction reflecting the chance of the claimant being fairly dismissed for redundancy, of **£19,976.21**,

(4) The recoupment regulations apply.

5 (5) Monetary Award: **£7,990.48** after the application of the above reduction.

(6) Prescribed element: **£6,257.20** after the application of the above reduction.

10 (7) Period to which the prescribed element is attributable to: 8 September 2020 to 5 March 2021. Excess: **£1,733.28** - Total compensation is £7,990.48

15 Employment Judge: D O'Dempsey  
Date of Judgment: 5 November 2021  
Entered in register: 15 November 2021  
and copied to parties

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**Note**

25 Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

30 **Public access to Employment Tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.