



# EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case Number: 4103352/2020

Hearing held by video on 9 February 2022

Employment Judge M Whitcombe

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**Mr Gavin Wright**

**Claimant**  
**Represented by:**  
**Ms A Peat**  
**(Solicitor)**

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**City Gate Construction (Scotland) Limited**

**Respondent**  
**Represented by:**  
**Mr S Miller**  
**(Solicitor)**

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## JUDGMENT

The judgment of the Tribunal on the remaining issues of remedy is as follows.

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1. The claimant is awarded compensation for unfair dismissal as follows:
  - a. a basic award of £1,614.00;
  - b. a compensatory award of £10,177.03 (including the reductions and uplifts referred to in the previous judgment);
  - c. no recoupment of benefits is necessary under the Employment Protection (Recoupment of Benefits) Regulations 1996.

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2. The claimant is awarded 2 weeks' pay as compensation for the failure to provide him with a statement of particulars of employment, totalling £1,076.00.
- 5 3. The claimant is awarded 2 weeks' pay as compensation for the failure to afford him his right to be accompanied, totalling £1,076.00.
4. The total award of compensation is therefore £13,943.03.
- 10 5. Oral reasons were given during the hearing for the Tribunal's findings on disputed points.

15 **Employment Judge: M Whitcombe**  
**Date of Judgment: 9 February 2022**  
**Entered in register: 11 February 2022**  
**and copied to parties**