



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4103391/2020 (A)

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Held via telephone conference call on 5 October 2020

Employment Judge R McPherson

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Mrs Gillian Muncie

**Claimant
In Person**

Therapy Essentials Ltd

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**Respondent
Not present and
Not represented**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Employment Tribunal is that the Claimant's claims for Unfair Dismissal and Wrongful Dismissal succeeds, and Respondent is now ordered to make the following payments to the Claimant:

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(1) Basic Award of **Two Thousand, Four Hundred and Nineteen Pounds and Twenty Pence** (£2,419.20); and

(2) Notice Pay, in respect of wrongful dismissal, in the sum of **One Thousand, Eight Hundred and Fourteen Pounds and Forty Pence** (£1,814.40); and

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(3) Compensatory Award of **Two Thousand, Seven Hundred and Sixty-Nine Pounds and Twenty Pence** (£2,769.20) being loss of earnings of £2,419.20 and a loss of statutory rights award of £350.

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(4) The prescribed element in terms of the Employment Protection (Recoupment of Jobseekers Allowance and Income Support Regulations 1996 is £2,769.20 The excess of the total over the prescribed element £4,583.60 and that sum is payable immediately.

REASONS

Oral reasons were given at the final hearing held via Audio. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided, there having been no request at the hearing, unless a written request is
5 presented by either party within 14 days of the sending of this judgment.

Employment Judge: Rory McPherson
Date of Judgment: 05 October 2020
Entered in register: 29 October 2020
and copied to parties