



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4114511/2019

Held in Edinburgh on 28 and 29 March 2022

**Employment Judge Porter
Tribunal Member F Paton
Tribunal Member J Grier**

Mr H Makinde

**Claimant
In Person**

HC Facility Management Ltd in Administration

1st Respondent

HC Facility Management Ltd

2nd Respondent

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

It is the judgment of the Employment Tribunal the claimant was unfairly dismissed and that the claimant's complaint presented to the Tribunal under s13 and s26 of the Equality Act 2010 is well founded. The Tribunal finds that claimant's claims of holiday pay and notice pay succeed in part. The claimant's claim of unpaid wages is dismissed.

The Tribunal orders the respondents jointly and severally to pay the claimant the following sums:

- (i) SEVEN HUNDRED AND TWENTY SIX POUNDS AND NINETY THREE PENCE (**£726.93**) basic award;

- (ii) EIGHT HUNDRED AND SIXTY FOUR POUNDS (**£864**) compensatory award; and
- (iii) THREE HUNDRED POUNDS (**£300**) loss of statutory rights
- (iv) SIXTY SIX POUNDS AND SIXTY PENCE (**£66.60**) holiday pay (gross)
- (v) FIFTY SIX POUNDS (**£56**) notice pay (net);
- (vi) SEVEN THOUSAND POUNDS (**£7000**) compensation for injury to feelings together with the sum of ONE THOUSAND FIVE HUNDRED AND SIXTY SIX POUNDS AND FIFTY PENCE (**£1566.50**) as interest thereon.

The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply.

The prescribed element is £864. The prescribed period is 14 August 2019 to the 29 March 2022. The total award is £10580. The monetary award exceeds the prescribed element by £9716.

Employment Judge: Jane Porter
Date of Judgment: 04 April 2022
Entered in register: 05 April 2022
and copied to parties