



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4101188/2020

Employment Judge Susan Walker

Mr P McKee

Claimant

Donald Ross Residential Factoring Limited

Respondent

JUDGMENT

Rule 21 of the Employment Tribunal Rules of Procedure 2013

No response has been presented to this claim and an Employment Judge has decided to issue the following judgment on the available material under rule 21:

- 1 The claimant was unfairly dismissed and the respondent is ordered to pay to the claimant the sum of £14129.58 as compensation being £1575 as a basic award and £12554.58 as a compensatory award. The compensatory award is calculated as follows (all as detailed in the Schedule of loss. There is no jurisdiction to include compensation for reputational damage):

Past loss of earnings	<u>£6580.00</u>
Loss of pension	<u>£205.26</u>
Future losses	<u>£4128.00</u>
Loss of statutory rights	<u>£ 500.00</u>
Total	<u>£11413.26</u>
10% uplift	<u>£1141.32</u>

Total compensatory award

£12554.58

2 The respondent is ordered to pay £1872 to the claimant by way of expenses.

Employment Judge: Susan Walker
Date of Judgment: 04 June 2020
Entered in register: 08 June 2020
and copied to parties