



EMPLOYMENT TRIBUNALS (SCOTLAND)

5 **Case No: 4105408/2023**

Heard at Glasgow (via CVP) on 14 December 2023

10 **Employment Judge: Neil Buzzard**

Mr J McAlister

**Claimant:
Self-Represented**

15 **The Rangers Football Club Ltd**

**Respondent:
No Appearance
No Defence Filed**

20 **JUDGMENT**

1. The claimant's claim of breach of contract by failing to give him notice of dismissal is well founded and succeeds. The respondent is ordered to pay to the claimant, within 28 days of this date of this judgment, compensation in the amount of **£1,572**. This total sum is made up of:

a. two weeks gross pay ($£764 \times 2 = £1528$)

b. two weeks employer pension contributions ($£22 \times 2 = £44$).

2. The claimant's claim of unfair dismissal is well founded and succeeds. The respondent is ordered to pay to the claimant, within 28 days of the date of this judgment, compensation in the amount of **£8,728**. This total sum is made up of:

- a. A Basic Award of 2 weeks' gross pay subject to the statutory cap (£643 x 2 = £1,286)
- b. 11 weeks' net pay (£600 x 11 = £6,600)
- c. 11 weeks' employers pension contributions (£22 x 11 = £242)
- 5 d. £600 as compensation for loss of statutory rights (one week's net pay)

3. The respondent is found to have unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is judged to be just and equitable to increase the compensatory award payable to the claimant by **25%** in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992. Accordingly, the respondent is ordered to pay to the claimant the additional sum of **£2,575**. This is calculated as 25% of £1572 = £393 plus 25% of £8,728 = £2,182.

10

15 **Employment Judge: N Buzzard**
Date of Judgment: 14 December 2023
Entered in register: 15 December 2023
and copied to parties