



**EMPLOYMENT TRIBUNALS (SCOTLAND)**  
**Case No: 4104388/2023**

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**Held at Glasgow on 26 January 2023**  
**Employment Judge M Robison**

10 **Ms C Radu**

**Claimant**  
**in person**

**Fernglen Limited**

**Respondent**  
**No response submitted**

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**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

20 The judgment of the Employment Tribunal, issued orally with reasons, is that the claimant was unfairly dismissed on 31 July 2023, and that the respondent failed to provide the claimant with written particulars of employment.

The respondent shall pay to the claimant the sum of:

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1. **FIVE THOUSAND SIX HUNDRED AND SIXTY FOUR POUNDS AND THIRTY PENCE** (£5,664.30) in compensation for unfair dismissal; and .
  2. **ONE THOUSAND AND EIGHTY EIGHT POUNDS** (£1,088) for failure to provide written particulars of employment.

30 The Employment Tribunals (Recoupment of Benefits) Regulations 1996 apply to this award. The prescribed element is £4,722.30.

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**Note on Recoupment**

The Employment Tribunal Protection (Recoupment of Benefits) Regulations 1996 requires the Employment Tribunal to identify that part of the award which corresponds to the period of loss when the claimant was in receipt of benefits. The relevant department will serve notice on the respondent stating how much is due to be repaid to it. The respondent should meantime only pay the claimant the amount by which the total monetary award of £6,752.30 exceeds the prescribed element.

The prescribed element consists of loss of wages from the date of dismissal until those losses cease. That period is from 1 August 2023 to 1 December 2023, and the total amount is £4,722.30. The monetary award thus exceeds the prescribed element by £2,029.93.

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**“M. Robison”**

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**Employment Judge**

**26 January 2024**

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**Date of Judgment**

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**Copied to parties**

**31 January 2024**