



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8001182/2024

Held on 22, 23 and 24 April 2025

Employment Judge J M Hendry

Mr K Low

**Claimant
In Person**

Cairn Group

**Respondent
Represented by,
Mr M Briggs,
Advocate**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

For the reasons given orally at the Hearing on 24 April 2025 the Tribunal finds as follows:-

1. The claim for automatically unfair dismissal under section 103A of the Employment Rights Act 1996 falls to be dismissed as not being well founded;
2. The claims for breach of contract not being well-founded are dismissed;
3. The claim arising from section 44 of the Employment Rights Act 1996 not being well-founded is dismissed;
4. The claims for breach of contract not being well founded are dismissed.

29 April 2025

Date sent to parties

E.T. Z4 (WR)