



## EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8002007/2024

Held in Edinburgh on 6 May 2025

Employment Judge Sangster

Mr B Smith

Claimant  
Represented by  
Mrs Smith  
Spouse

FFDR Limited

Respondent  
Not present/represented

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the Tribunal is as follows:

1. The claimant's claim for unfair dismissal is successful. The respondent is ordered to pay the claimant the sum of **£14,022** as compensation for unfair dismissal. This is calculated as follows:
  - a. A basic award of £2,862; and
  - b. A compensatory award of £11,160.
2. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply to the compensatory award. The prescribed element is accordingly **£11,160** and relates to the period from 6 September 2024 to 21 February 2025. The monetary award exceeds the prescribed element by **£2,862**.

E.T. Z4 (WR)

3. The claimant did not receive a written statement of reasons for dismissal, in accordance with the terms of section 92 Employment Rights Act 1996. The respondent is ordered to pay the claimant 2 weeks' gross wages, namely the sum of **£1,272**, in respect of that failure.

5 Oral reasons were given at the hearing, in accordance with Rule 60 of the Employment Tribunal Procedure Rules 2024. Written reasons will not be provided, unless a written request for these is made by one of the parties within 14 days of the date this judgment is sent to the parties.

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**Entered in register: 8 May 2025  
and copied to parties**