



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4100207/2025

Employment Judge: I McFatridge

Miss S Gaughan

Claimant

Odysseatrade Limited

Respondent

JUDGMENT

Rule 22 of the Employment Tribunal Procedure Rules 2024

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 22: The respondent shall pay the following sums to the claimant:

1. The claimant was unfairly dismissed by the respondent and the respondent shall pay to the claimant compensation therefor in the sum of £3437.77. (basic award £1578.65, compensatory award £1859.12 (past loss £992.49, future loss 495, acas uplift 25% 371.83)
2. The respondent having failed to pay the claimant's holiday entitlement is ordered to pay the claimant the gross sum of Three Hundred and Seventy Eight Pounds and Eighty Eight Pence (£378.88) (Calculated on the basis of three days holidays accrued but untaken).
3. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages of 4 week's pay to the claimant in the gross sum of Two Thousand Five Hundred and Twenty Five Pounds and Eighty Three Pence (£2525.83) (Calculated on the basis of 4 weeks at £631.45 per week..
4. The respondent shall be at liberty to deduct from the above sums at 2 and 3. prior to making payment to the claimant such amounts of Income Tax and Employee National Insurance Contributions (if any) as it may be required by law to deduct from a payment of earnings of that amount made to the claimant, and if it does so, duly remits such sums so deducted to HM Revenue and Customs, and provides to the claimant written evidence of the fact and amount of such deductions and of the sums deducted having been remitted to HMRC, and payment of the balance to the claimant shall satisfy the requirements of this judgment.

Date sent to parties

25 March 2025
