



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4100139/2025

Held in Glasgow on 2, 3, 4 and 5 June 2025

**Employment Judge C McManus
Members I Ashraf & S King**

Mr J Fitzsimmons

**Claimant
In Person**

Cruden Homes Limited

**Respondent
Represented by
Ms K Sutherland -
Solicitor**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The unanimous decision of the Tribunal is that:

1. The claimant's complaint of unfair dismissal is well founded and is successful.
2. The claimant is entitled to an unfair dismissal basic award of **£7,788 (SEVEN THOUSAND, SEVEN HUNDRED AND EIGHTY EIGHT POUNDS)** and a compensatory award of **£5153.25 (FIVE THOUSAND ONE HUNDRED AND FIFTY THREE POUNDS AND TWENTY FIVE PENCE)** and the respondent is ordered to pay to the claimant the total sum of **£12,941.25 (TWELVE THOUSAND, NINE HUNDRED AND FORTY ONE POUNDS AND TWENTY FIVE PENCE)** in respect of the unfair dismissal complaint.
3. The claimant's complaint reliant on section 48 of the Employment Rights Act 1996 is not well founded and is dismissed.

REASONS

Reasons were given orally at the Hearing.

Date sent to parties

17 June 2025