



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8000920/2025 Held in Glasgow on 5 August 2025

Employment Judge O'Dempsey

NUTTALL

Claimant
Represented by:
Self

MJ'S BRAEHEAD LTD

Respondents
Represented by:
(did not attend)

JUDGMENT

Upon the Respondents not attending, and practicable inquiries having been made, under rule 47 of the Employment Tribunal Rules 2024 I decided to proceed to hear the claim, and having heard the claimant's evidence, I order that:

The Claimant's claims for:

- (a) Unfair dismissal;
 - (b) Unlawful deductions from wages; and
 - (c) Breach of contract
- succeed.

The Respondents are ordered to pay to the claimant:

Unfair dismissal compensation

Basic Award: £253.70

Compensatory element:

Loss to hearing: £5920.75

Future loss: £1795

Lost statutory rights: £500

Unreasonable failure to observe ACAS Codes uplift of 25% on compensatory element:
£2070.93

Total compensatory element: £10354.68

The Employment Protection (Recoupment of Benefits) Regulations 1996, SI 1996 No 2349, apply. In accordance with those Regulations: (a) the total monetary award made to the claimant is £10354.64; (b) the amount of the prescribed element is £5920.75 (c) the dates of the period to which the prescribed element is attributable are 7 December 2024 to 5 August 2025; (d) the amount by which the monetary award exceeds the prescribed element is £4433.93

Breach of contract damages: £236.83

Unlawful deductions from wages compensation (accrued holiday pay for 74.39 hours);
£819.84

Expenses

The Respondents are ordered to pay the claimant's legal expenses pursuant to the Tribunal Rules 2024 in view of the Respondents' unreasonable conduct of the proceedings.

Expenses: **£450.**

**Entered in register
and copied to parties**

28 August 2025

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.