



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4103363/2025

Employment Judge: F Eccles

Mrs P Spy

Claimant

Eternal Balance LLP

Respondent

JUDGMENT

Rule 22 of the Employment Tribunal Procedure Rules 2024

The judgment of the Employment Tribunal is that the claimant's complaint(s) of (a) unfair dismissal (b) unauthorised deduction of wages and (c) financial loss under Section 24(2) of Employment Rights Act 1996 succeed and that the respondent shall pay to the claimant:

- (a) In respect of the claimant's complaint of unfair dismissal the respondent shall pay to the claimant a basic award of £575.58 (2 x 1.5 x £287.79 per week gross) and a compensatory award of £1371.09.
- (b) In respect of the claimant's complaint of unauthorised deduction from wages and is ordered to pay the claimant the sum of £1682.00.

REASONS

1. A copy of the claim form setting out the claimant's complaint(s) was sent to the respondent on 12 September 2025.
2. In accordance with the terms of rule 17 of the Employment Tribunal Procedure Rules 2024, the respondent was required to enter a response within twenty eight days of the date on which a copy of the claim was sent to it but failed to do so.
3. The Employment Judge decided that on the available material a determination could properly be made without a hearing as to the liability of the respondent for the claim.
4. On the basis of the available material the Employment Judge decided she could properly determine remedy as follows:-
 - (a) In respect of the claimant's complaint of unfair dismissal the respondent shall pay to the claimant a basic award of £575.58 (2 x 1.5 x £287.79 per week gross) and a compensatory award of £1371.09.
 - (b) In respect of the claimant's complaint of unauthorised deduction from wages and is ordered to pay the claimant the sum of £ 1682.00.

Date sent to parties

17 November 2025
