



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4100629/2025

Final Hearing – Aberdeen ET (in person) on 17 – 21 November 2025

Employment Judge Tinnion

Mr R.W. Coffey

Claimant
In person

NXG Drilling Services Ltd.

Respondent
Mr. M. Smith, COO

JUDGMENT

1. The Claimant's holiday pay claim is dismissed on withdrawal.
2. The Claimant's following claims against the Respondent are well-founded:
 - a. unfair dismissal under ss.94-98 of Employment Rights Act 1996;
 - b. unauthorised deduction from wages under s.13 of Employment Rights Act 1996;
 - c. wrongful dismissal (breach of contract);
 - d. reimbursement of expenses (breach of contract).
3. The Respondent shall pay the Claimant the total sum of £33,915.44.

NOTE

1. Judgments are published online after they have been sent to the parties. Reasons for the decisions above having been given orally at the final hearing, any request for written reasons must be received on the date falling within 2 weeks of the date of receipt of this Judgment. In default of a timely request, written reasons will be provided only at the request of the Employment Appeal Tribunal or a competent court.

2. The sum of £33,915.44 is the sum of the following:

- a. unfair dismissal basic award - £5,950 (8.5 weeks x £700)
- b. unfair dismissal compensatory award - £2,695.48 (4 weeks x £673.87)
- c. unpaid wages - £16,365.41 (24 weeks 2 days x £673.87)
- d. notice pay - £7,412.57 (11 weeks x £673.87)
- e. unreimbursed work expenses - £1,491.98 (£1,286.15 + £205.83)

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Date sent to parties: 25 November 2025