



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8002882/2025

Employment Judge F Eccles

Sami Okan

Claimant

Global Edge Consultant UK Ltd

Respondent

JUDGMENT

Rule 22 of the Employment Tribunal Procedure Rules 2024

The judgment of the Employment Tribunal is that (i) the claimant's complaint of unfair dismissal succeeds and that (ii) the respondent shall pay to the claimant a compensatory award of £27,130.62.

REASONS

1. A copy of the claim form setting out the claimant's complaint was sent to the respondent on 01 December 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. The Employment Judge decided that the claim of unfair dismissal should succeed.
4. On the basis of the available material the Employment Judge decided she could properly determine remedy as follows:-

In respect of the claimant`s complaint of unfair dismissal the respondent shall pay to the claimant a compensatory award of £27,130.62 calculated as: past loss of wages of £21,250 (17 weeks x £1,250 gross per week); future loss of wages of £5,000 (4 weeks x £1,250 gross per week) and pension loss of £880.62 (6 months x £146.77 per month). No basic award has been awarded on the grounds that the claimant has received a statutory redundancy payment from the respondent.

Date sent to parties

28 January 2026
