



EMPLOYMENT TRIBUNALS (SCOTLAND)

Employment Judge Eccles
Case Number: 8003131/2025

Miss M Moffat

Claimant

Heavy Sound CIC

Respondents

JUDGMENT

Rule 22 of the Employment Tribunal Procedure Rules 2024

The judgment of the Employment Tribunal is that the claimant's complaint of unfair dismissal succeeds and that the respondent shall pay the claimant a basic award of £1,003.89 (3 weeks x £334.63) and a compensatory award of £4,876.99. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply. In accordance with those Regulations: (a) the total monetary award made to the claimant is £4,876.99; (b) the amount of the prescribed element is £3,148.55 (c) the dates of the period to which the prescribed element is attributable are 10 September 2025 to 20 February 2026; (d) the amount by which the monetary award exceeds the prescribed element is £1,728.44.

REASONS

1. A copy of the claim form setting out the claimant's complaint was sent to the respondent on 30 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.
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 £1,003.89 (3 weeks x £334.63) and a compensatory award of £4,876.99 (calculated as past loss of wages of £3,148.55 (2.5 months x £1,259.42 net monthly), future loss of £1,228.44 (the difference in the monthly wage of £102.37 x 12 months), and a loss of statutory rights of £500.00.
5. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply. In accordance with those Regulations: (a) the total monetary award made to the claimant is £4,876.99; (b) the amount of the prescribed element is £3,148.55 (c) the dates of the period to which the prescribed element is attributable are 10 September 2025 to 20 February 2026; (d) the amount by which the monetary award exceeds the prescribed element is £1,728.44.

Date sent to parties

23 February 2026