



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8002543/2025

Held in Glasgow on 6 May 2026

Employment Judge J Shepherd

Miss M Traynor

**Claimant
In person**

Mr News

**Respondent
Did not attend**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the Tribunal is as follows (oral reasons having been given at the hearing, in accordance with rule 60(3) of the Employment Tribunal Procedure Rules 2024):

- (1) The respondent is ordered to pay to the claimant the sum of thirty two thousand, one hundred and sixty eight pounds and forty eight pence (**£32,168.48**) by way of compensation for unfair dismissal.
- (2) The respondent is also ordered to pay to the claimant the sum of three thousand and seventy pounds and thirty three pence (**£3070.33**) by way of an uplift to the compensatory award for unfair dismissal for failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures.

- (3) The respondent is also ordered to pay to the claimant the sum of nine hundred and seventy six pounds and eighty pence (**£976.80**) for failure to provide a statement of employment particulars (s.38 Employment Act 2002).
- (4) No order is made in respect of the claims for holiday pay and arrears of pay.
- (5) The Employment Protection (Recoupment of Benefits) Regulations 1996 apply to this award. The prescribed element is £19,296.54 and relates to the period from 18 June 2025 to 6 May 2026. The monetary award exceeds the prescribed element by £12,871.94.

Date sent to parties **13 May 2026**