



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8000293/2026
Held in Glasgow on 21-22 May 2026
Employment Judge O'Dempsey

Mr N Simpson

Claimant
Represented by:
Self

HALDANE CONSTRUCTION SERVICES LTD

Respondents
Represented by:
P Archibald
(Director)

JUDGMENT

The Claimant's claim for unfair dismissal succeeds.

The Respondent is ordered to pay to the claimant (i) a Basic Award agreed at £1404 and (ii) a Compensatory element for the period 5 December 2025 to 13 April 2026 agreed at £500 (net loss of pay £220, and lost pension contributions of £280).

The Employment Protection (Recoupment of Jobseekers Allowance and Income Support) Regulations 1996 apply to the compensatory element. The relevant period is 5 December 2025 to 13 April 2026.

**Entered in register
and copied to parties**

6 August 2026

Note

Reasons for the judgment having been given orally at the hearing, written summary or full reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.