



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8001269/2026

Employment Judge: F Eccles

T Aitchison

Claimant

Deep Clean FM Ltd

Respondent

JUDGMENT

Rule 22 of the Employment Tribunal Procedure Rules 2024

The judgment of the Employment Tribunal is that the claimant's complaints of (a) unfair dismissal; (b) breach of contract in respect of notice; and (c) failure to pay a redundancy payment succeed and that the respondent shall pay to the claimant:

- (a) In respect of the claimant's complaint of unfair dismissal the respondent shall pay to the claimant a compensatory award of £976.25,
- (b) In respect of the claimant's complaint that the claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of £3,810.00.
- (c) In respect of the claimant's complaint of failure to pay redundancy pay the respondent shall pay to the claimant the sum of £4,480.00.

REASONS

1. A copy of the claim form setting out the claimant's complaints was sent to the respondent on 2 June 2026.
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 compensatory award of £976.25 calculated as past loss of wages a payment of £476.25 (1 week); loss of statutory rights of £500.00.
 - (b) In respect of the claimant's complaint of failure to pay redundancy pay the respondent shall pay to the claimant the sum of £4,480.00 (8 weeks).
 - (c) In respect of the claimant's complaint that the claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of £3,810.00 (8 weeks).

Date sent to parties

24 July 2026
