



EMPLOYMENT TRIBUNALS (SCOTLAND)

Employment Judge Eccles
Case Number: 8001389/2026

Mr D Brown

Claimant

FVF LTD.

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 £1,438.00 and a compensatory award of £17,986.97.

The Employment Protection (Recoupment of Benefits) Regulations apply to the award. The prescribed element is £17,104.37. The prescribed period is 28 February 2026 to 11 August 2026. The total award is £17,986.97. The difference between the total award and the prescribed element is £882.60.

REASONS

1. A copy of the claim form setting out the claimant's complaint was sent to the respondent on 15 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 basic award of the sum of £1,438.00 (£719.00 x 2 weeks) and a compensatory award of £17,986.97 consisting of past loss of earnings of £17,104.37 (weekly net pay of £900.23 x 19 weeks), past pension loss of £482.60 (£25.40 x 19 weeks) and an award for loss of statutory rights of £400.00.

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Date sent to parties

14 August 2026