EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8000559/2026

Hearing held in Edinburgh on 17 September 2026

Employment Judge R Mackay

Mr D Girdwood	**Claimant** **In Person**
G&A Joinery	**Respondent** **In Person**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

At this final hearing, the Tribunal made the following decisions:

1. The claimant's claim of unfair dismissal succeeds and the respondent shall pay to the claimant a basic award of **FIVE THOUSAND SEVEN HUNDRED AND THIRTY SEVEN POUNDS AND FIFTY PENCE (£5,737.50)**. This is payable without deduction of income tax or national insurance contributions.

2. The claimant's claim for notice pay succeeds and the respondent shall pay to the claimant the sum of **THREE THOUSAND FOUR HUNDRED AND THREE POUNDS (£3,403)**. This is the net sum which the claimant is entitled to receive. The respondent shall be liable to account to HMRC for any income tax or national insurance contributions which may be due.

3. The claimant's claim for unpaid wages succeeds and the respondent shall pay to the claimant the sum of **ONE THOUSAND SEVEN HUNDRED AND ONE POUNDS AND FIFTY PENCE (£1,701.50)**. This is the net sum which the claimant is entitled to receive. The respondent shall be liable to account to HMRC for any income tax or national insurance contributions which may be due.

4. The claimant's claim for a redundancy payment fails and is dismissed.

REASONS

Summary reasons were provided orally at the conclusion of the Hearing.

Date sent to parties **02 October 2026**