



## EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4101461/2022

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Remedy Hearing heard by Cloud Video Platform (CVP) on 13 June 2022

Employment Judge R Mackay

10 Ms L Barr

Claimant  
Represented by:  
Ms A May -  
Adviser

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Mr Alan A Forrest t/a Torrance Cars

Respondent  
Not Present and  
Not Represented

### JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Respondent shall pay to the Claimant the following sums:

- 20 1. **£18,000** in respect of underpaid wages. This is a gross sum. The Respondent is liable to account to HMRC for any income tax or national insurance contributions which may be due in respect of the payment.
2. **£289.05** in respect of unpaid statutory sick pay.
3. **£1,089.05** in respect of unpaid notice. This is a gross sum. The Respondent is liable to account to HMRC for any income tax or national insurance contributions which may be due in respect of the payment.
- 25 4. **£10,342.50** as compensation for unfair dismissal. This figure comprises:
- 4.1 a basic award of **£3,264**;
- 4.2 financial losses to date of **£2,200**;
- 30 4.3 future losses of **£2,310**;
- 4.4 loss of statutory rights of **£500**;

4.5 an uplift of £25% (**£2,068.50**) to reflect the Respondent's failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures.

5. **£2,176** in respect of the Respondent's failure to provide the Claimant with a  
5 written statement of particulars of employment

### REASONS

Oral reasons were delivered at the Hearing.

10 Employment Judge: Ronald Mackay  
Date of Judgment: 17 June 2022  
Entered in register: 20 June 2022  
and copied to parties