



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4102599/2019

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Held in Inverness on 13 January 2020

Employment Judge: Rory McPherson

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Laura Edwards

**Claimant
Represented by:
E Stafford -
Solicitor**

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Seaforth Saddlers Ltd

**Respondent
Not present and
Not represented**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The decision of the Employment Tribunal is that

1. The claimant's claim for unfair dismissal and holiday pay succeeds; and
2. The claimant is entitled to;
 - a. a basic award, in terms of ss119 to 122 of the Employment Rights Act 1996 (**ERA 1996**), of **Eight Thousand Four Hundred and Forty Eight Pounds (£8,448)**; and
 - b. a compensatory award, in terms of s123 of **ERA 1996** [after 25% uplift in accordance with s207A of the Trade Union and Labour Relations (Consolidation) Act 1992 (**TULR(C)A**)], of **Eight Thousand Two Hundred and Nine Pounds and Eighty Five Pence (£18,209.85)**; and
 - c. unpaid holiday pay, in terms of Reg 30 of the Working Time Regulations 1988 (**WTR**), in the sum of **Eighty Two Pounds and Fifty Seven Pence (£82.57)**.; and

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3. The respondent is ordered to pay the claimant the monetary award in the sum of **Twenty Six Thousand Seven Hundred and Forty Two Pounds and Forty Two Pence (£26,742.42)**. As there is no prescribed element, in terms of the Employment Protection (Recoupment of Benefits) Regulations 1996, this sum is payable immediately.

REASONS

Oral reasons were given at the hearing.

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Employment Judge:

Rory McPherson

Date of Judgment:

15 January 2020

Date sent to parties:

20 January 2020

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