



5

EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4122825/2018

10

Held in Dundee on 10 and 11 June 2019

Employment Judge I McFatridge

15

Mr Stephen Doogan

**Claimant
Represented by
Mr Lawson
Trainee Solicitor**

20

Redwood Leisure Ltd

**Respondent
Represented by
Mrs Rollo
Director**

25

30

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the Tribunal is that:-

35

1. The claimant was unfairly dismissed by the respondent. The respondent shall pay to the claimant a monetary award of Five Thousand, Four Hundred and Thirty Nine Pounds and Seventy Five Pence (£5439.75). The monetary award includes an uplift of 10% to the compensatory award to take account of the respondent's failure to follow the ACAS Code and a reduction of 30%

to both the compensatory award and the basic award to take into account the claimant's contribution to his dismissal.

- 5 2. The prescribed element is Six Hundred and Nine Pounds (£609) and relates to the period between 10 and 31 August 2018. The monetary award exceeds the prescribed element by Four Thousand, Eight Hundred and Thirty Pounds and Seventy Five Pence (£4830.75).

REASONS

10 Written reasons will be provided in due course.

15

20

25

30 **Employment Judge:**
Date of Judgment:
Date sent to parties:

Ian McFatridge
03 July 2019
03 July 2019

