



## EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case Nos: 4101026/2022 & 4101043/2022

Hearing on the Merits held in Edinburgh on the 5 August 2022

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Employment Judge Porter

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**Mr Nathan Charles**

**Claimant  
In Person**

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**Knights Roofing & Joinery Ltd**

**Respondents  
Absent**

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### JUDGMENT OF THE EMPLOYMENT TRIBUNAL

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It is the judgment of the Tribunal that the claimant was unfairly dismissed under s103A of the Employment Rights Act 1996. The Tribunal orders the respondents to make payment to the claimant of the sums of (i) **THREE THOUSAND SEVEN HUNDRED AND FIFTY POUNDS (£3750)** compensatory award; (ii) **SIX HUNDRED AND TWELVE POUNDS AND FIFTY PENCE (£612.50)** notice pay; (iii) **THREE HUNDRED POUNDS (£300)** holiday pay; (iv) **TWO THOUSAND EIGHT HUNDRED AND EIGHTY SEVEN POUNDS AND FIFTY PENCE (£2887.50)** unpaid wages. The sums awarded in (i) (ii) (iii) and (iv) are inclusive of

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an uplift of 25% under s207A of TULR(C)A 1992. The Tribunal also orders the respondents to make payment to the claimant of the sum of **ONE THOUSAND NINE HUNDRED AND SIXTY POUNDS (£1960)** being four weeks' net pay under s38 of the Employment Act 2002. The total award is **£9510**. All other claims are  
5 dismissed.

10 **Judge: J Porter**  
**Date of Judgement: 09 August 2022**  
**Entered in register: 10 August 2022**  
**and copied to parties**

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