



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4113717/2021**

**Held via Cloud Video Platform (CVP) in Glasgow on 17 August and 19  
October 2022**

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**Employment Judge P Smith**

**Mr E Dear**

**Claimant  
Represented by:  
Mr M Ballantyne -  
Solicitor**

**Electrical Tech GB Ltd (in Liquidation)**

**First Respondent  
Not present and  
Not represented**

**Secretary of State for Business, Energy,  
and Industrial Strategy**

**Second Respondent  
Written  
Representations**

**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

1. The Claimant's claim of unfair dismissal is well-founded and succeeds.
- 25 2. The First Respondent is ordered to pay the following sums to the Claimant as compensation for unfair dismissal:
  - a. A compensatory award of **£415.52 (FOUR HUNDRED AND FIFTEEN POUNDS AND FIFTY-TWO PENCE)**.
3. The recoupment provisions do not apply.
- 30 4. The Claimant was wrongfully dismissed by the First Respondent in breach of  
> contract.
5. The First Respondent is ordered to pay to the Claimant damages for breach of contract assessed in the net sum of **£1,261.92 (ONE THOUSAND TWO**

**HUNDRED AND SIXTY-ONE POUNDS AND NINETY-TWO PENCE),**  
representing four weeks' net pay in the weekly sum of £315.48.

6. The Claimant was dismissed by reason of redundancy and is entitled to a statutory redundancy payment.
- 5 7. The First Respondent is ordered to pay the Claimant a statutory redundancy payment in the sum of **£834.28 (EIGHT HUNDRED AND THIRTY-FOUR POUNDS AND TWENTY-EIGHT PENCE).**
8. It is declared that on 28 May 2021 and 28 June 2021 the First Respondent made a series of unauthorised deductions from the Claimant's wages, in the  
10 sums of £13 and £318.24 respectively.
9. The First Respondent is ordered to pay to the Claimant compensation for unauthorised deductions from wages in the total sum of **£331.24 (THREE HUNDRED AND THIRTY-ONE POUNDS AND TWENTY-FOUR PENCE).**
10. Reasons have been given orally at the hearing, written reasons will not be  
15 provided unless they were asked for at the hearing or are requested in writing within 14 days of the date of this judgment being sent to the parties.

**Employment Judge: P Smith**  
**Date of Judgment: 1 November 2022**  
**Entered in register: 2 November 2022**  
**and copied to parties**

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