

EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Nos: 4100537/2017 & Others

Held in Glasgow on 3 October 2017

5

Employment Judge: Mary Kearns (sitting alone)

10

Mr R McArthur

First Claimant
In person

15

Mr I J Murray

Second Claimant
In person

20

Mr R J Allan

Third Claimant
In person

Mr E J L Morton

Fourth Claimant
In person

25

Mr D F Ferguson

Fifth Claimant
In person

Ms Susan Patricia Campbell

Sixth Claimant
In person

30

Boquhan Estates Limited

Respondent
Not present &
not represented

35

40

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Employment Tribunal on the preliminary issue, delivered orally with reasons on 3 October 2017, was that all the claimants were employed by the respondent, Boquhan Estates Limited.

45

Further, no response having been presented to this claim, the Employment Judge has decided to issue the following Judgment:

E.T. Z4 (WR)

First Claimant

4100537/2017

- 5 (1) The respondent breached the first claimant's contract of employment by failing to give notice of termination of employment. The respondent is ordered to pay to the first claimant the sum of **£4,200 (Four Thousand, Two Hundred Pounds)** in compensation.
- 10 (2) The respondent has made an unauthorised deduction from the first claimant's wages and is ordered to pay to him the sum of **£1,750 (One Thousand, Seven Hundred and Fifty Pounds)** in respect thereof.
- 15 (3) The first claimant was dismissed by reason of redundancy and the respondent is ordered to pay to him a redundancy payment of **£10,500 (Ten Thousand, Five Hundred Pounds)**.

Second Claimant

4100538/2017

- 20 (4) The respondent breached the second claimant's contract of employment by failing to give notice of termination of employment. The respondent is ordered to pay to the second claimant the sum of **£4,200 (Four Thousand, Two Hundred Pounds)** in compensation.
- 25 (5) The respondent has made an unauthorised deduction from the second claimant's wages and is ordered to pay to him the sum of **£1,750 (One Thousand, Seven Hundred and Fifty Pounds)** in respect thereof.
- 30 (6) The second claimant was dismissed by reason of redundancy and the respondent is ordered to pay to him a redundancy payment of **£9,450 (Nine Thousand, Four Hundred and Fifty Pounds)**.

Third Claimant

4100539/2017

- 35 (7) The respondent breached the third claimant's contract of employment by failing to give notice of termination of employment. The respondent is ordered to pay to the third claimant the sum of **£4,200 (Four Thousand, Two Hundred Pounds)** in compensation.
- 40 (8) The respondent has made an unauthorised deduction from the third claimant's wages and is ordered to pay to him the sum of **£1,750 (One Thousand, Seven Hundred and Fifty Pounds)** in respect thereof.

- (9) The third claimant was dismissed by reason of redundancy and the respondent is ordered to pay to him a redundancy payment of **£10,500 (Ten Thousand Five Hundred Pounds)**.

5 **Fourth Claimant**

4100540/2017

- (10) The respondent breached the fourth claimant's contract of employment by failing to give notice of termination of employment. The respondent is ordered to pay to the fourth claimant the sum of **£4,537 (Four Thousand, Five Hundred and Thirty Seven Pounds)** in compensation.

- (11) The respondent has made an unauthorised deduction from the fourth claimant's wages and is ordered to pay to him the sum of **£1,890 (One Thousand, Eight Hundred and Ninety Pounds)** in respect thereof.

- (12) The fourth claimant was dismissed by reason of redundancy and the respondent is ordered to pay to him a redundancy payment of **£8,316 (Eight Thousand, Three Hundred and Sixteen Pounds)**.

20 **Fifth Claimant**

4100541/2017

- (13) The respondent breached the fifth claimant's contract of employment by failing to give notice of termination of employment. The respondent is ordered to pay to the fifth claimant the sum of **£1,400 (One Thousand, Four Hundred Pounds)** in compensation.

- (14) The respondent has made an unauthorised deduction from the fifth claimant's wages and is ordered to pay to him the sum of **£1,750 (One Thousand, Seven Hundred and Fifty Pounds)** in respect thereof.

- (15) The fifth claimant was dismissed by reason of redundancy and the respondent is ordered to pay to him a redundancy payment of **£2,100 (Two Thousand, One Hundred Pounds)**.

35 **Sixth Claimant**

4100542/2017

- (16) The respondent breached the sixth claimant's contract of employment by failing to give notice of termination of employment. The respondent is ordered to pay to the sixth claimant the sum of **£1,991 (One Thousand, Nine Hundred and Ninety One Pounds)** in compensation.

(17) The respondent has made an unauthorised deduction from the sixth claimant's wages and is ordered to pay to her the sum of **£830 (Eight Hundred and Thirty Pounds)** in respect thereof.

5 (18) The sixth claimant was dismissed by reason of redundancy and the respondent is ordered to pay to her a redundancy payment of **£4,977 (Four Thousand, Nine Hundred and Seventy Seven Pounds)**.

10

15 Employment Judge: Mary Kearns
Date of Judgment: 03 October 2017
Entered in register: 04 October 2017
and copied to parties