



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: S/4104715/2018

Employment Judge: Frances Eccles

Miss F Mowat

Claimant

R T Management

Respondent

JUDGMENT

Rule 21 of the Employment Tribunal Rules of Procedure 2013

The judgment of the Employment Tribunal is that the claimant's complaints of:-

- (a) Unauthorised deduction from wages.
- (b) Failure to provide written reasons for dismissal.
- (c) Breach of contract claim (notice pay) and for failing to provide written reasons for dismissal.

succeed and the respondent shall pay to the claimant:

- (a) Unauthorised deduction of wages the respondent shall pay to the claimant the sum of One Thousand, Three Hundred and Seventy Two Pounds and Eighty Three Pence (£1,372.83).
- (b) Failure to provide written reasons for dismissal the respondent shall pay to the claimant the sum of Seven Hundred and Fifty Eight Pounds and Thirty Six pence (£758.36), (2 weeks x £379.18).
- (c) Breach of contract (notice pay) and for failing to provide written reasons for dismissal the respondent shall pay to the claimant the sum of One Thousand, Three Hundred and Seventy Two Pounds and Eighty Three Pence £1,372.83

REASONS

1. A copy of the claim form setting out the claimant's complaints was sent to the respondent on 22 May 2018.
2. In accordance with the terms of Rule 16 of the Rules to be found in Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 the respondent was required to enter a response within twenty eight days of the date on which a copy of the claim was sent to it but failed to do so.
3. The Employment Judge decided that on the available material a determination could properly be made without a hearing as to the liability of the respondent for the claim.
4. On the basis of the available material the Employment Judge decided she could properly determine remedy as follows:-
 - (a) In respect of the claim for unauthorised deduction from wages, the respondent shall pay to the claimant the sum of One Thousand, Three Hundred and Seventy Two Pounds and Eighty Three Pence (£1,372.83).
 - (b) In respect of the claimant's complaint of breach of contract, and for failing to provide written reasons for dismissal the respondent shall pay to the claimant the sum of One Thousand, Three Hundred and Seventy Two Pounds and Eighty Three Pence £1,372.83
 - (c) In respect of the claimant's claim for failure to provide written reasons for dismissal, the respondent shall pay to the claimant the sum of Seven Hundred and Fifty Eight Pounds and Thirty Six pence (£758.36), (2 weeks x £379.18).

Employment Judge: Frances Eccles
Date of Judgement: 06 July 2018
Entered in register: 06 July 2018
And copied to parties

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