



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: S/4104943/2018

Employment Judge: Frances Eccles

Mrs A Buchan

Claimant

Largs Upholstery Ltd

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; (holiday pay).
- (b) Payment of a redundancy payment.
- (c) Contract claim (notice pay)

Succeed and the respondent will pay to the claimant the sum of:

- (a) Unauthorised deduction from wages, the respondent shall pay to the claimant the sum of Two Hundred and Fifty Two Pounds (£252).
- (b) Failure to pay a redundancy payment the respondent shall pay to the claimant the sum of One Thousand, Two Hundred and Sixty Pounds (£1,1260), (6 weeks x £210).
- (c) Breach of contract (notice pay) the respondent shall pay to the claimant the sum of Eight Hundred and Forty Pounds (£840), (4 weeks x £210).

REASONS

1. A copy of the claim form setting out the claimant's complaints was sent to the respondent on 1 June 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:-
 - (d) In respect of the claimant's claim for unauthorised deduction from wages; (holiday pay). The respondent shall pay to the claimant the sum of Two Hundred and Fifty Two Pounds (£252).
 - (e) In respect of the claimant's complaint of failure to pay a redundancy payment, respondent shall pay to the claimant the sum of One Thousand, Two Hundred and Sixty Pounds (£1,260), (6 weeks x £210).
 - (f) In respect of the claimant's Contract claim (notice pay), the respondent shall pay to the claimant the sum of Eight Hundred and Forty Pounds (£840), (4 weeks x £210).

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

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