



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4102854/2019

Mr S McDonald

Claimant

Avc Immedia

Respondent

JUDGMENT

Rule 21 of the Employment Tribunal Rules of Procedure 2013

The judgment of the Employment Tribunal is that the claimant`s complaint(s) of:-

- (a) unfair dismissal and entitlement to a basic compensatory award
- (b) failure to pay wages and
- (c) failure to be entitled to be accompanied at a disciplinary meeting

succeed and the remedy to which the claimant is entitled will be determined at a hearing to be arranged separately.

REASONS

1. A copy of the claim form setting out the claimant`s complaints was sent to the respondent on 14 March 2019.
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 On the basis of the available material the Employment Judge decided that the remedy to which the claimant is entitled to for the complaints of:-

- (a) unfair dismissal and entitlement to a basic compensatory award;
- (b) failure to pay wages and
- (c) failure to be entitled to be accompanied at a disciplinary meeting

could not be determined without a hearing and accordingly the remedy will be determined by an Employment Judge at a hearing.

Employment Judge:	F Jane Garvie
Date of Judgement:	16 April 2019
Entered in register:	17 April 2019
And copied to parties	