



EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case Number: 4121496/2018

Hearing held in Glasgow at 2pm on 4th January 2019

Employment Judge M Whitcombe

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Mr P Krusinski

Claimant
In person

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Budget Flooring Direct Limited

Respondent
No Response submitted

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JUDGMENT

The judgment of the Tribunal is as follows.

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(1) The claims for holiday pay, commission and arrears of wages are all dismissed because they were presented outside the applicable statutory time limits in circumstances where it was reasonably practicable to bring the claims within those time limits.

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(2) The claim for a statutory redundancy payment was brought within the applicable 6 month time limit.

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(3) This preliminary hearing is converted under rule 48 of the ET Rules of Procedure 2013 to a final hearing of the claim for a statutory redundancy payment because I am satisfied that neither party would be materially prejudiced by that change and that it would be consistent with the overriding objective.

(4) The claimant is entitled to a statutory redundancy payment totalling £1,538.44 based on 4 years' continuous service, all under the age of 41 and a gross weekly wage of £384.61. The respondent is ordered to pay that sum to the claimant.

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Employment Judge: M Whitcombe
Date of Judgment: 04 January 2019
Entered in register: 07 January 2019
and copied to parties

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