



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4106948/19

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Claimant Name: Mr Brian Hill

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**Respondent(s) Name: Michael Richard O'Driscoll and
Jennifer O'Driscoll t/a M & J O'Driscoll**

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EMPLOYMENT TRIBUNALS (CONSTITUTION AND RULES OF PROCEDURE) REGULATIONS 2013

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JUDGMENT

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In respect that no response in these proceedings has been presented to the Employment Tribunal office within the relevant time limit, the Employment Judge, in terms of Rule 21 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, now issues the following Judgment:-

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1. The claim under section 23 of the Employment Rights Act 1996 is well-founded and the respondents shall pay to the claimant the sum of Seven Hundred and Four Pounds (£704), subject to the appropriate deductions for Income Tax and National Insurance, as unlawful deductions from wages.

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2. The claim under Regulation 30(1)(b) of the Working Time Regulations 1998, is well-founded and the respondents shall pay to the claimant the sum of One Thousand, Six Hundred and Seventy-Two Pounds (£1,672), subject to the appropriate deductions for Income Tax and National Insurance, as a payment in lieu of annual leave.

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3. The respondents shall pay to the claimant the sum of Two Thousand, Four Hundred and Ninety-Two Pounds (£2,492) as damages for breach of contract (failure to give notice of termination of employment).

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4. The respondents shall pay to the claimant the sum of Four Thousand, Six Hundred and Twenty Pounds (£4,620) as a redundancy payment.

5. The respondents shall pay to the claimant the sum of Eight Hundred and Eighty Pounds (£880) in respect of their failure to provide the claimant with a written statement of his terms and conditions of employment.

10 Employment Judge: Nicol M Hosie
 Date of Judgment: 26 July 2019
 Date sent to parties: 30 July 2019

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