



## EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4105943/19, 4105952/19, 4105953/19

5

**Claimant**                      **Name:**              **Mr S McLean**  
**Address:**

10

**Respondent(s)**              **Name:**              **Michael O'Driscoll**  
**Address:**

15

## EMPLOYMENT TRIBUNALS (CONSTITUTION AND RULES OF PROCEDURE) REGULATIONS 2013

20

### JUDGMENT

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:-

25

1. The claim under section 23 of the Employment Rights Act 1996 is well-  
founded and the respondent shall pay to the claimant the sum of One  
Thousand, Two Hundred and Sixty Pounds (£1,260) as a redundancy  
payment.
2. 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 Two  
Thousand and Forty Pounds (£2,040), subject to the appropriate deductions  
for income tax and national insurance, as unlawful deductions from wages.

30

35

40    Contd./..2..

3. The respondent shall pay to the claimant the sum of Six Hundred and Eighty Pounds (£680) as damages for breach of contract (failure to give notice of termination of employment).

5

4. The respondent shall pay to the claimant the sum of Eight Hundred and Forty Pounds (£840) in respect of the respondent's failure to provide the claimant with a written statement of his terms and conditions of employment.

10

15

20	<b>Employment Judge:</b>	<b>Nicol Hosie</b>
	<b>Date of Judgment:</b>	<b>15 October 2019</b>
	<b>Date sent to Parties:</b>	<b>16 October 2019</b>