



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4111915/2018 and 4111916/2018

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**Held in Inverness on 10 April 2019, 28 October, 29 October and 30 October
2019**

Employment Judge: Rory McPherson

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Jennifer Howie

**First Claimant
In Person**

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Lesley Munro

**Second Claimant
In Person**

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Srinivas Badam

**First Respondent
Represented by:
Mr W Lane -
Solicitor**

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**Zilvermyn Ltd
(A dissolved company)**

**Second Respondent
No appearance and
No representation**

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MSG Network Ltd

**Third Respondent
Represented by:
Mr W Lane -
Solicitor**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The decision of the Employment Tribunal is that

1. The **first** claimant's claims against the **first** respondent are dismissed; and

E.T. Z4 (WR)

2. The **first** claimant's claims against the **second** respondent are dismissed;
and
3. The **first** claimant's claims of breach of contract and failure to provide written
statement in terms of section 1 of the Employment Rights Act 1996 against
5 the third respondent succeed; and
4. The **third** respondent is ordered to pay the **first** claimant the monetary award
in the sum of **Seven Hundred and Ninety Pounds and Eight Three Pence
(£790.83)**. There being no prescribed element that sum is payable
immediately to the first claimant; and
- 10 5. The **first** claimant's remaining claims against the **third** respondent do not
succeed and are dismissed.
6. The **second** claimant's claims against the **first** respondent are dismissed;
and
7. The **second** claimant's claims against the **second** respondent are dismissed;
15 and
8. The **second** claimant's claims of breach of contract, failure to provide written
statement in terms of section 1 of Employment Rights Act 1996 and unfair
dismissal against the **third** respondent succeed; and
9. The **third** respondent is ordered to pay the **second** claimant the monetary
award in the sum of **Seven Thousand Seven Hundred and Twenty One
20 Pounds and Forty Two Pence (£7,721.42)**. There being no prescribed
element that sum is payable immediately to the second claimant; and
10. The **second** claimant's remaining claims against the **third** respondent do not
succeed and are dismissed.

REASONS

Oral reasons were given at the hearing.

Employment Judge : Rory McPherson

Date of Judgment : 1 Nov 2019

5 **Entered in register
and copied to parties : 6 Nov 2019**

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