



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Number: 3332557/2018

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Held in Glasgow on 12 June 2019

Employment Judge E J Bell

10 **Mr John Doyle**

**Claimant
Represented by
Miss L Bain
Solicitor**

15 **Omega Travel Limited**

**First Respondent
Not Present and
Not Represented**

20 **Omega Tours Ltd**

**Second Respondent
Represented by
Mr S Shabbir
Operations Manager**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

25 The Judgment of the Employment Tribunal is that the claimant was unfairly dismissed by the Second Respondent (being his employer as at the date of termination) and is now ordered to make the following payments to the claimant:-

1. The net sum of One Thousand and Forty Two pounds and Thirty Six pence (£1,042.36) in respect of accrued holiday pay due at the date of termination of employment in terms of Regulation 14 of the Working Time Regulations 1998.
2. The net sum of Three Hundred and Ninety Seven pounds and Five pence (£397.05) due in respect of June Salary amounting to an unlawful deduction of wages made contrary to s.13 of the Employment Rights Act.

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3. The net sum of Nine Hundred pounds (£900) as damages for breach of contract in failing to repay the deposits deducted in 2014 and 2018 due to the claimant on termination.
4. The net sum of Three Hundred and Seventy pounds (£370) as damages for breach of contract in failing to repay to the claimant expenses incurred in the course of his employment.
5. The claimant having been Unfairly Dismissed, to make payment of a Basic Award of Three Thousand and Forty Eight pounds (£3,048).
6. The claimant having been Unfairly Dismissed, to make payment of a Compensatory Award of Seven Thousand, Seven Hundred and Thirty pounds (£7,730) being loss of earnings of £23,920 under deduction of earnings received of £16,690 and adding a loss of statutory rights award of £500.

Reasons were given orally at the Hearing.

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Employment Judge:

E J Bell

Date of Judgement:

31 July 2019

Entered in Register,

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Copied to Parties:

31 July 2019