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## **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case Number: 4113776/2019**

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**Held in Glasgow on 13 March 2020**

**Employment Judge L Doherty**

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**Mr J Law**

**Claimant  
Not Present and  
Not Represented**

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**Realter Ltd**

**Respondent  
Not Present and  
Not Represented**

### **JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

The Judgment of the Employment tribunal is that;

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1. the respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the sum of Six Hundred and Ninety Two Pounds, Thirty One Pence (£692.31);
2. the respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of Three Hundred and Ninety Two Pounds, Thirty One Pence (£392.31).

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**REASONS**

1. The claimant presented a claim on 2 December 2019 claiming a redundancy payment, notice pay, and unpaid holiday pay in respect of leave which has accrued, but not been taken at the termination of employment.
2. No response was lodged by the respondents. A Judgement under Rule 21 of the Employment Tribunal (Constitution and Rules of Procedure) Regulations 2013 (the Rules) was not issued, but the claimant was asked to provide further information, and ultimately, a hearing was fixed.
3. The claimant did not attend the hearing; however, the Tribunal considered the information before it which included a payslip indicating the amounts of notice pay, and holiday pay, which were due, but which had not been paid. The ET1 demonstrated that the claimant had less than two years qualifying service, and on that basis, he is not entitled to a redundancy payment.
4. On the basis of information available to it, the Tribunal was satisfied that the sums claimed by the claimant in respect of notice pay, £692.3, and unpaid holiday pay, £392.31 were due and issued a judgment ordering the respondent to pay those amounts.

Employment Judge:

L Doherty

Date of Judgement:

13 March 2020

Entered in Register,

Copied to Parties:

16 March 2020

