



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4100182/2020

5 **Held Remotely by Cloud Video Platform on 14 January 2021**

Employment Judge Claire McManus

10 **Mr Matthew Dodds**

**Claimant
In Person**

15 **Contract Cleaning Services (Borders) Ltd**

**Respondent
No appearance and
No representation**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

20 The Judgment of the Tribunal is:-

- The claimant does not have the necessary length of service to bring a claim for unfair dismissal, on application of section 108 of the Employment Rights Act 1996 and for that reason his unfair dismissal claim is dismissed.
 - The respondent has made an unauthorised deduction from wages contrary to Section 13 of the Employment Rights Act 1996 in terms of unpaid wages to the date of termination of employment and the respondent is ordered to pay to the claimant the net sum of **£148.70 (ONE HUNDRED AND FORTY EIGHT POUNDS AND SEVENTY PENCE)** in respect of such unpaid amount.
 - The respondent did not give the claimant notice of the termination of his employment or make a payment to him in lieu of notice. The claimant is entitled to one week's notice of termination of employment. The claimant is entitled to a net award of **£371. 77 (THREE HUNDRED AND SEVENTY ONE POUNDS AND SEVENTY SEVEN PENCE)** in respect of that failure.
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- The respondent has made an unauthorised deduction from wages contrary to Section 13 of the Employment Rights Act 1996 and the Working Time Regulations 1998, Regulations 13 and 13A in terms of accrued but unpaid holidays and the respondent is ordered to pay to the claimant the net sum of **£535.32 (FIVE HUNDRED AND THIRTY-FIVE POUNDS AND THIRTY TWO PENCE)** in this respect.

REASONS

Reasons were given orally at the Hearing.

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Employment Judge: Claire McManus
Date of Judgment: 14 January 2021
Entered in register: 16 February 2021
and copied to parties

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