



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Scott  
**Respondent:** SQ Professional Ltd  
**Heard at:** Watford Employment Tribunal (in public by video)  
**On:** 4 & 5 May 2021  
**Before:** Employment Judge Quill (Sitting Alone)

**Appearances**

For the Claimant: In Person  
For the respondent: Mr A Iqbal, director

This was a remote hearing with the consent of the parties. The form of remote hearing was [V: video fully (all remote)]. A face to face hearing was not held because it was not practicable and no-one requested the same. The documents that I was referred to are in a several pdf bundles, the contents of which I have recorded.

## JUDGMENT

1. The complaint of unfair dismissal contrary to s103A of the Employment Rights Act 1996 is not well-founded and is dismissed.
2. The complaint of failure to make a payment in lieu of accrued holiday entitlement, in breach of Regulation 14 of the Working Time Regulations 1998 is well-founded. The Respondent is ordered to pay the Claimant the gross sum of £194.73, which is employment income and is to be taxed accordingly.

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**Employment Judge Quill**

Date: 06.05.21

JUDGMENT SENT TO THE PARTIES ON

.....17.05.2021...  
THY

.....  
FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.