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## EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4102189/2020

Held via Cloud Video Platform (CVP) on 27 April 2021

Employment Judge Murphy

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**L A Iordache**

**Claimant  
In Person**

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**The Orchard Hotel**

**Respondent  
Not Present &  
Not Represented**

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### JUDGMENT OF THE EMPLOYMENT TRIBUNAL

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1. The respondent has made an unauthorised deduction from wages contrary to section 13 of the Employment Rights Act 1996 and is ordered to pay to the claimant the sum of SIX HUNDRED AND FIFTY-SIX POUNDS AND NINETY SIX PENCE (**£656.96**) in lieu of accrued untaken annual leave as at the termination of his employment.

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2. The sum awarded in item 1 is expressed gross of tax and national insurance. It is for the respondent to make any deductions lawfully required to account to HMRC for any tax and national insurance due on the sums, if applicable.

## REASONS

1. This final hearing took place remotely by video conferencing. The parties did not object to this format. A face-to-face hearing was not held because of the Covid 19 pandemic and issues were capable of determination by a remote hearing.  
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2. A notice of the hearing was sent to the respondent on 20 March 2021. Subsequently, the Tribunal Clerk made various attempts to contact the respondent by phone and email to arrange a test of the CVP platform in advance of the hearing. The respondent did not respond to the tribunal's contact and did not attend the hearing.  
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3. Oral reasons were given at the hearing. Written reasons will not be provided unless they were requested at the hearing or are asked for by any party within 14 days of the sending of this written record of the decision.

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Employment Judge: Lesley Murphy  
Date of Judgment: 29 April 2021  
Entered in register: 11 May 2021  
and copied to parties

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