



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

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**Case No: 4108938/2021**

**Hearing heard by Cloud Video Platform (CVP) on 5 November 2021**

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**Employment Judge R Mackay**

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**Mr N Tavares**

**Claimant  
In Person**

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**Premier Specialist Cleaning Services Ltd**

**Respondent  
Not Present &  
Not Represented**

**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

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1 The Respondent's address having changed since the lodging of the ET3, the records shall be amended to reflect the address shown above.

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2 The Claimant's claim in respect of unpaid overtime succeeds and the Respondent shall pay to the Claimant the sum of **THREE HUNDRED AND TWENTY POUNDS (£320)**. This is the gross sum. The Respondent shall be liable to account to HMRC for any income tax and national insurance payments due in respect of the payment.

3 The Claimant's claim in respect of a failure to provide notice of termination of employment succeeds and the Respondent shall pay to the Claimant the sum of **ONE THOUSAND SEVEN HUNDRED AND THIRTY THREE POUNDS (£1,733)**. This is the gross sum. The Respondent shall be liable to account

to HMRC for any income tax and national insurance payments due in respect of the payment.

4 The Claimant's claim in respect of accrued but untaken holidays succeeds  
and the Respondent shall pay to the Claimant the sum of **SEVEN HUNDRED**  
5 **AND FIFTY ONE POUNDS (£751)**. This is the gross sum. The Respondent  
shall be liable to account to HMRC for any income tax and national insurance  
payments due in respect of the payment.

5 The Claimant not having the requisite continuous service in order to claim  
unfair dismissal, that claim is dismissed.

10 6 The Claimant having failed to advance a valid claim in accordance with the  
Equality Act 2010, his claim for purported discrimination is dismissed.

### REASONS

15 Oral reasons for this Judgment were given at the Hearing. Written reasons will not  
be provided unless a valid written request is made within 14 days of the sending of  
this Judgment.

20 Employment Judge: Ronald Mackay  
Date of Judgment: 16 November 2021  
Entered in register: 18 November 2021  
and copied to parties