

EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Nos: 4102216/2017 & 4104600/2017

5 Held in Glasgow on 16 February 2018

Employment Judge: Mary Kearns

to

1 Mr Hishima Saidi Claimant
In person

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25 Proficient Security Limited Respondent
Represented by:
Mr Cameron
Consultant

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

35 The Judgment of the Employment Tribunal delivered orally with reasons on 16
February 2018 was that:-

40 (1) The respondent's contract claim was withdrawn at the hearing and is
dismissed.

45 (2) The respondent has made unauthorised deductions from the claimant's
wages contrary to Section 13 of the Employment Rights Act 1996 and is
ordered to pay to the claimant the sum of £4,353 (Four Thousand, Three
Hundred and Fifty Three Pounds) in respect thereof.

(3) The respondent is ordered to pay to the claimant the sum of £450 (Four
Hundred and Fifty Pounds) as compensation for accrued but untaken

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annual paid leave in terms of Regulation 16 of the Working Time Regulations 1998.

5 (4) The respondent is ordered to pay to the claimant one week's statutory notice pay in the sum of **£450 (Four Hundred and Fifty Pounds)**.

10 (5) In consequence of the claimant succeeding in claims of a kind mentioned in Schedule 5 of the Employment Act 2002 and the respondent having failed to issue the claimant with a written statement of employment particulars as required by section 1 of the Employment Rights Act 1996 the respondent is ordered to pay to the claimant four weeks' pay, that is **£1,800 (One Thousand, Eight Hundred Pounds)**.

15 Employment Judge: Mark Kearns
Date of Judgment: 16 February 2018
Entered in register: 22 February 2018
and copied to parties

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