



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4103127/2019**

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**Held in Glasgow on 6 September 2019**

**Employment Judge F Eccles**

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**Mrs K MacAskill**

**Claimant  
Represented by:  
Mr N MacDougall -  
Advocate**

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**The Carloway Mill Ltd**

**First Respondent  
Not present &  
Not represented**

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**The Secretary Of State For Business,  
Energy And Industrial Strategy**

**Second Respondent  
written submissions**

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**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

The Judgment of the Employment Tribunal is that; (i) the first respondent shall pay the claimant a redundancy payment of **£15,240** (30 weeks x £508); (ii) the first respondent having made an unauthorised deduction from the claimant's wages shall pay the claimant the sum of **£1,863.75** (3 weeks x £621.25); (iii) the claimant having been dismissed in breach of contract, the first respondent shall pay the claimant notice in the sum of £7,455 (12 weeks x £621.25); (iv) the first respondent having failed to pay the claimant her holiday entitlement, shall pay the claimant holiday pay of £2,485 (20 days x (124.25)); (v) the first respondent having failed to comply with

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**E.T. Z4 (WR)**

the requirements of section 188 of the Trade Union & Labour Relations (Consolidation) Act 1992, the first respondent shall pay the claimant remuneration for the protected period of 90 days from 27 February 2019 & (vi) the Tribunal shall reserve judgment against the second respondent.

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Employment Judge: Frances Eccles  
Date of Judgment: 16 September 2019  
Entered in register: 23 September 2019  
and copied to parties

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