



EMPLOYMENT TRIBUNALS (SCOTLAND)

5

Case No: 4111177/2021 & 4111178/21

Held via Cloud Video Platform on 21 March 2022

10

Employment Judge Smith

15

Miss C Finlay

**First Claimant
In person**

20

Mr F Callan

**Second Claimant
In person**

25

Applecrest Eco Limited

**Respondent
Represented by
Mr R Anderson,
Founder**

30

35

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

40

1. In the case of the First Claimant, it is declared that the Respondent made an unauthorised deduction from her wages in respect of work performed during the period 5 to 29 July 2021. The Respondent is ordered to pay compensation to the First Claimant in the sum of One Thousand Five Hundred and Twenty Three Pounds and Sixty One Pence (**£1,523.61**).

2. The Respondent failed to issue the First Claimant with a statement of employment particulars. Pursuant to **section 38** of the **Employment Act 2002** the Respondent is ordered to pay compensation of two weeks' pay to the First Claimant, assessed in the sum of Eight Hundred and Seventy Pounds and Sixty Eight Pence (**£870.68**).
3. In the case of the Second Claimant, it is declared that the Respondent made an unauthorised deduction from his wages in respect of work performed during the period 5 to 29 July 2021. The Respondent is ordered to pay compensation to the Second Claimant in the sum of One Thousand Six Hundred and Seventy Five Pounds and Eight Pence (**£1,675.08**).
4. The Respondent failed to issue the Second Claimant with a statement of employment particulars. Pursuant to **section 38** of the **Employment Act 2002** the Respondent is ordered to pay compensation of two weeks' pay to the Second Claimant, assessed in the sum of Nine Hundred and Fifty Seven Pounds and Eleven Pence (**£957.11**).

REASONS

1. Reasons having been given orally at the hearing, written reasons will not be provided unless they were asked for at the hearing or are requested in writing within 14 days of the date of this judgment being sent to the parties.

Employment Judge:	P Smith
Date of Judgment:	22 March 2022
Date sent to parties:	23 March 2022