



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4104968/2020

Mr A Edghill

Claimant

Adcentiv Media Retail Ltd

Respondent

JUDGMENT

Rule 21 of the Employment Tribunal Rules of Procedure 2013

No response has been presented to this claim and an Employment Judge has decided to issue the following judgment on the available material under rule 21:

- 1 The claimant was unfairly dismissed and the respondent is ordered to pay to the claimant the sum of £4801 as compensation. This includes a basic award of £1538 and a compensatory award of £3263.
- 2 The respondent is in breach of contract by failing to give notice of pay in lieu thereof and is ordered to pay to the claimant the sum of £1538 in this respect.
- 3 The respondent has made an unauthorised deduction from wages (in respect of accrued but untaken annual leave) and is ordered to pay to the claimant the sum of £1704 in this respect.

The Employment Protection (Recoupment of Benefits) Regulations 1996 apply to this award. The prescribed element is £2763 and relates to the period from 28 July 2020 to 29 September 2020. The monetary award exceeds the prescribed element by £5280.

Employment Judge: Susan Walker
Date of Judgment: 07 December 2020
Entered in register: 21 December 2020
and copied to parties