



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4107634/2020

Ms J Johnston

Claimant

RNR Cumbernauld Limited

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 respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the sum of £334.85, being calculated at 80% furlough rate from 1 September 2020 until 21 September 2020 (£8.72 per hour x 48 hours = £418.56 @ 80% = £334.85).
- 2 The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of £279.04, being calculated in respect of two weeks' notice, being 32 hours at the hourly minimum wage rate of £8.72.

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- 3 The claimant as dismissed by reason of redundancy and is entitled to a redundancy payment of £279.04, calculated in respect of her age, length of service with the respondent and weekly pay of £139.52 (16 hours @ £8.72 per hour).
- 4 The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of £286.89, calculated on the basis of outstanding holiday entitlement of 32.9 hours @£8.72 per hour.
- 5 The respondent shall be at liberty to deduct from the above sums prior to making payment to the claimant such amounts of Income Tax and Employee National Insurance Contributions (if any) as it may be required by law to deduct from a payment of earnings of that amount made to the claimant, and if it does so, duly remits such sums so deducted to Her Majesty's Revenue and Customs, and provides to the claimant written evidence of the fact and amount of such deductions and of the sums deducted having been remitted to HMRC, payment of the balance to the claimant shall satisfy the requirements of this Judgment.

Employment Judge:	C McManus
Date of Judgment:	29 January 2021
Entered in register:	01 February 2021
and copied to parties	