



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4101129/2022**

**Mr V Kaphle**

**Claimant**

**Chia Shia Retail 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 gross sum of £1,755.12.
- 2 Damages in respect of notice pay in the sum of £312.40 is awarded. This is a net sum but has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on this sum as "Post Employment Notice Pay".
- 3 The respondent has failed to provide the claimant with a written statement of terms and conditions and is ordered to pay the claimant the gross sum of £711.50.

## **REASONS**

Damages in respect of notice pay in the sum of £312.40 is awarded which is a net sum but has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on this sum as "Post Employment Notice Pay".

**Employment Judge: D Hoey**  
**Date of Judgment: 30 May 2022**  
**Entered in register: 30 May 2022**  
**and copied to parties**