



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4104323/2022

Held remotely in the Glasgow Employment Tribunal by Cloud Video Platform
on 14 October 2022

Employment Judge J Shepherd

Mr D Smith

First Claimant
In Person

Mr A Davies

Second Claimant
In Person

IAS Electrical Ltd

Respondent
Not Present and
Not Represented
No Response
Entered

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the Tribunal is as follows (oral reasons having been given at the

hearing, in accordance with rule 62(2) of the Employment Rules of Procedure 2013):

1. The complaint of unauthorised deduction from wages brought by the first claimant, Mr Darren Smith, was well founded and the respondent shall pay to the first claimant the sum of **THREE THOUSAND THREE HUNDRED AND TWELVE POUNDS (£3312)** less any statutory deductions properly due, provided that the respondent intimates any such deductions in writing to the claimant and remits the sum deducted to His Majesty's Revenue and Customs.

2. The complaint in respect of holiday pay accrued but not paid as at the termination of employment brought by the first claimant, Mr Darren Smith, was well founded and the respondent shall pay to the first claimant the sum of **FOUR HUNDRED AND SIXTY POUNDS AND EIGHTY PENCE (£460.80)** less any statutory deductions properly due, provided that the respondent intimates any such deductions in writing to the claimant and remits the sum deducted to His Majesty's Revenue and Customs.
3. The complaint of unauthorised deduction from wages brought by the second claimant, Mr Andrew Davies, was well founded and the respondent shall pay to the second claimant the sum of **THREE THOUSAND FOUR HUNDRED AND TWO POUNDS (£3402)** less any statutory deductions properly due, provided that the respondent intimates any such deductions in writing to the claimant and remits the sum deducted to His Majesty's Revenue and Customs.
4. The complaint in respect of holiday pay accrued but not paid as at the termination of employment brought by the second claimant, Mr Andrew Davies, was well founded and the respondent shall pay to the first claimant the sum of **FOUR HUNDRED AND SIXTY POUNDS AND EIGHTY PENCE (£460.80)** less any statutory deductions properly due, provided that the respondent intimates any such deductions in writing to the claimant and remits the sum deducted to His Majesty's Revenue and Customs.

Employment Judge: J Shepherd
Date of Judgment: 19 October 2022
Entered in register: 20 October 2022
and copied to parties