



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Nos: 4101849/2023, 4101889/2023, 4101927/2023, 4101930/2023, 4101931/2023
4102193/2023, 4102914/2023

Mr C Jones

Claimants
Represented by:
Mr A Dunn
CAB, Peebles

Ms S Clark

Mr T Miles

Mr A Yevhen

Ms O Shpeko

Ms M MacKenzie

Mr R Scott

Artydough 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 respondent has made unauthorised deduction from the claimants' wages in respect of unpaid wages and accrued holiday and has failed to provide the claimants with statements of terms and conditions as required by section 1 Employment Rights Act 1996, and is ordered to pay the following sums to the claimants.
- 2 In respect of Mr Jones, £780.72 in unpaid wages, £855 in respect of unpaid holiday pay and £418 being two weeks' pay for failing to provide a statement of terms and conditions..
- 3 In respect of Ms Clark, £722 in unpaid wages, £699.75 in respect of unpaid holiday pay and £361 being two weeks' pay for failing to provide a statement of terms and conditions.
- 4 In respect of Mr Miles, £715.90 in respect of unpaid wages, £1,153 in respect of unpaid holiday pay and £558 being two weeks' pay for failing to provide a statement of terms and conditions.
- 5 In respect of Mr Yevhen, £294.50 in respect of unpaid wages, £665 in respect of unpaid holiday pay and £665 being two weeks' pay for failing to provide a statement of terms and conditions.
- 6 In respect of Ms Shpeko, £287.38 in respect of unpaid wages, £665 in respect of unpaid holiday pay and £703 being two weeks' pay for failing to provide a statement of terms and conditions.

- 7 In respect of Ms MacKenzie, £101.50 in respect of unpaid wages, £102.90 in respect of unpaid holiday pay and £266 being two weeks' pay for failing to provide a statement of terms and conditions.
- 8 In respect of Mr Scott £161.70 in respect of unpaid holiday pay and £147 being two weeks' pay for failing to provide a statement of terms and conditions.
- 9 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 HM 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: A Jones
Date of Judgment: 13 June 2023
Entered in register: 15 June 2023
and copied to parties