



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4102561/2023 & 4102695/2023**

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**Held in Edinburgh by Cloud Video Platform (CVP) on 21 June 2023**

**Employment Judge M Sangster**

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**Mr J Patterson**

**Claimant  
In Person**

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**Hendrie Legal Limited**

**Respondent  
Not Present/represented**

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**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

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The judgment of the Tribunal (oral reasons having been given at the hearing, in accordance with rule 62(2) of the Employment Tribunal Rules of Procedure 2013) is as follows:

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1. The claimant's claim under section 23 of the Employment Rights Act 1996 (**ERA**) is successful. The respondent is ordered to pay to the claimant the gross sum of **£6,858.98** which was unlawfully deducted from the claimant's wages, contrary to s13 ERA. This is calculated as follows:
  - a. £5,897.44 in respect of unpaid wages; and
  - b. £961.54 in respect of accrued but untaken holiday pay for the period from 1 January to 28 March 2023.

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**E.T. Z4 (WR)**

2. The respondent was in breach of contract by dismissing the claimant without notice. The respondent is ordered to pay to the claimant the net sum of **£3,044.06**, as damages for wrongful dismissal.

**Employment Judge: M Sangster**  
**Date of Judgment: 21 June 2023**  
**Entered in register: 22 June 2023**  
**and copied to parties**

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