



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4106055/2022

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Held in Glasgow on 7 August 2023

Employment Judge O'Dempsey

10 **Mr Alan Rankin**

**Claimant
In Person**

15 **Kingston Residential Investments Limited**

**Respondent
No attendance and
No representation**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

20 The Claimant's claims for unlawful deductions from wages, breach of contract, unfair dismissal and redundancy pay succeed as follows:

1. The claimant is entitled to a declaration that unlawful deductions (since paid) were made from his wages. No claim was made for consequential losses.
2. The claimant is entitled to damages for breach of contract in the sum of
25 £1692.00 which the respondent is ordered to pay to him.
3. The claimant was unfairly dismissed and is entitled to a declaration to that effect but makes no claim for compensation.
4. The claimant was made redundant and is entitled to a redundancy payment in the sum of £3140.50 which the respondent is ordered to pay to him.

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5. As no relevant monetary award is ordered, the recoupment regulations do not apply.

5 **Employment Judge: O'Dempsey**
Date of Judgment: 07 August 2023
Entered in register: 10 August 2023
and copied to parties

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Note

- 15 Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

- 20 Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.