



## **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case Number: 4103496/2023**

**Miss L Ridley**

**Claimant**

**Hendrie Legal 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 for the month of March 2023 and is ordered to pay the claimant the gross sum of £2184.00 (13 days x £168.00 per day).
2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the gross sum of £2016 (one month's pay).
3. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1512.00.
4. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of £688.80 (4.1 days x £168.00 per day).
5. The Respondent has made an unauthorised deduction from wages having deducted the employee's pension contributions but failed to remit these to the pension provider and is ordered to pay the Claimant the gross sum of £320.04.

6. The Respondent has acted in breach of contract by failing to pay the employer's pension contributions to the pension provider and is ordered to pay the Claimant the gross sum of £202.20.
7. 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.
8. The hearing listed on 07 September 2023 is cancelled.

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