



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4101901/2023

Employment Judge Ian McPherson

Miss Muriel Mackenzie

Claimant

Indemnis 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 under rule 21 on the available material in the ET claim form, and additional information provided by the claimant, being the claimant's emails of 19 May 2023 and 25 July 2023, together with the claimant's contract of employment and payslip of November 2022:

- 1 The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the net sum of **SEVEN HUNDRED AND SIXTEEN POUNDS AND SEVENTY-TWO PENCE (£716.72)** that being the sum of 8 day's pay covering the period 29 November 2022 to 8 December 2022.
- 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 net sum of **ONE**

THOUSAND, NINE HUNDRED AND FORTY POUNDS AND EIGHTY-TWO PENCE (£1,940.82), that being one month's pay as per the claimant's contract of employment.

- 3 The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **FOUR THOUSAND AND EIGHTY-SEVEN POUNDS AND FIFTY PENCE (£4,087.50)**, that being the sum of 7.5 weeks' pay at a rate of £545 per week as the claimant was 50 years old and had 5 complete years' service upon the date of termination of employment.
- 4 The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the net sum of **SEVEN HUNDRED AND SIXTEEN POUNDS AND SEVENTY-TWO PENCE (£716.72)**, that being the sum of 8 days' accrued but untaken annual leave as explained in the claimant's email of 25 July 2023.

Employment Judge:	G Ian McPherson
Date of Judgment:	15 September 2023
Entered in register:	21 September 2023
and copied to parties	