



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

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**Case No: 4101109/2023 (P)**

**Held at Aberdeen on 31 July 2023**

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**Employment Judge N M Hosie**

**Mr R McDonald**

**Claimant  
In Person**

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**Waves Radio Limited**

**Respondent  
Represented by  
Mr N Stafford,  
Director**

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**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

The Judgment of the Tribunal is that:-

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1. the claim under s.23 of the Employment Rights Act is well-founded; and
2. the respondent shall pay to the claimant the sum of Four Thousand, Eight Hundred and Sixty-Nine Pounds and Forty-Five Pence (£4,869.45), as  
40 unlawful deductions from wages.

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

**REASONS**

1. The claimant, Ralph McDonald, brought a claim for unlawful deduction from wages. The respondent submitted a Response Form, but intimated that the claim was not disputed.  
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2. Despite assurances from the respondent, the wages admittedly due to the claimant were never paid.
- 10 3. By e-mail on 4 March 2023, the claimant advised that the wages due by the respondent amounted to £4,869.45.
4. By e-mail on 21 July 2023, the respondent was advised by e-mail that I was minded to issue a Judgment for the sum claimed and that I would do so, unless the Tribunal received an objection, within 7 days.  
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5. The respondent has not replied. No objection has been received. Accordingly, I decided to issue a Judgment for the sum claimed.

20 **Employment Judge: N M Hosie**  
**Date of Judgement: 4 August 2023**  
**Date sent to Parties: 4 August 2023**