



EMPLOYMENT TRIBUNALS (SCOTLAND)

5

Case No: 4103010/2022

Held at Aberdeen on 10 August 2022

10

Employment Judge J M Hendry

Miss M Fraser

**Claimant
In Person**

15

20

The Estate of the Late Colin Scott Reekie

**Respondent
No Appearance**

25

30

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

For the reasons given orally at the hearing on 10 August 2022 the Employment Tribunal finds as follows:-

35

- 1. It was not reasonably practicable for the claimant to lodge her claims for unpaid wages, holiday pay and pay in lieu of notice in time and that the said claims were made within such other period as the Employment Tribunal considered reasonable and accordingly the Tribunal has jurisdiction to hear these claims.**

40

E.T. Z4 (WR)

2. The Employment Tribunal finds that the claimant is entitled to a redundancy payment and orders the respondents to pay the claimant the sum of Three Thousand, Nine Hundred and Ninety Pounds (£3,990) as a redundancy payment;

5

3. The Employment Tribunal finds that the claimant is entitled to wages for the week commencing 18 October 2021 and that the respondent shall pay the claimant the sum of Two Hundred and Seventy-Six Pounds and Twenty-One Pence (£276.21) in relation to said wages;

10

4. The Tribunal finds that the claimant is entitled to accrued wages and holiday pay to 25 October 2021 and that the respondents shall pay the claimant the sum of Seven Hundred and Nine Pounds and Ten Pence (£709.10) as wages and accrued holiday pay;

15

5. The Tribunal finds that the claimant was given no notice of termination of her employment and is entitled to eleven weeks pay in lieu of notice amounting to Three Thousand Eight Hundred Pounds (£3,800) which sum shall be paid by the respondents to the claimant.

20

25 **Employment Judge: J M Hendry**
Date of Judgement: 24 August 2022
Date sent to Parties: 24 August 2022