



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4105384/2023

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Held in Glasgow on 14 November 2023

Employment Judge McCluskey

10 Mr J Doogan

Claimant
In Person

15 The SSBM Workforce Ltd

Respondent
Not present and
Not represented

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

1. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£1,686** (£562 per week x multiplier of 3).
2. The complaint of breach of contract in relation to notice pay is well-founded.
25 The respondent shall pay the claimant **£562** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
3. The complaint of breach of contract in relation to pension contributions is well-
30 founded. The respondent shall pay the claimant **£1,007.47** (£615 employee contributions and £392.47 employer contributions) as damages for breach of contract for the period 3 February 2023 – 9 June 2023. The claimant shall be responsible for any tax and national insurance due.

4. The complaint of unauthorised deduction of wages (pension contributions) was not insisted upon, the complaint about pension contributions having been determined as a breach of contract complaint. The unauthorised deduction from wages complaint is accordingly dismissed.

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Employment Judge: J McCluskey
Date of Judgment: 15 November 2023
Entered in register: 15 November 2023
and copied to parties