



EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case No: 4105212/2023

Hearing Held on 22 February 2024 by Cloud Based Video Platform

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Employment Judge Doherty

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Anna Kokaine

**Claimant
In Person**

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DARU LTD

**Respondent
No appearance**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Employment Tribunal is that ;

(1) the claimant was automatically unfairly dismissed under Section 104 (1) (b) of the Employment Rights Act 1996 (the ERA) and the respondents shall pay to the claimant a compensatory award of £10,449.80;

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(2) the respondents failed to provide the claimant with a statement of particulars of employment and the respondents shall make an award of 4 weeks' pay under Section 38 (4) (b) of the Employment Act 2002 of £761.32;

(3) the respondents failed to provide the claimant with itemised pay statements as required by section 8 of the ERA and the tribunal shall make an award of £761.32 under Section 12 (4) of the ERA;

5 (4) the claimant had accrued annual leave under Regulation 13 of the Working Time Regulations 1998 (the Regulations) which had not been taken as at the date of termination of employment and the respondents are ordered to pay the claimant the sum of £413 under Regulation 16 of the Regulations.

REASONS

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Reasons were provided orally.

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L Doherty

Employment Judge

22/2/24

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Date of Judgment

Date sent to parties

23/02/2024

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