



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4107449/2023

Miss M McGillivray

Claimant

Cowies Limited

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 on the available material under rule 21:

- 1 The respondent has unlawfully withheld wages and is ordered to pay the claimant the gross sum of Three Thousand Pounds (£3,000.00) (Calculated on the basis of 250hrs x12p/h).
- 2 The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of One Thousand Nine Hundred and Twenty Pounds (£1920.00)(Calculated on the basis of 160hrs x £12.00p/h).
- 3 The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages of 2 weeks' notice to the claimant in the

sum of Eight Hundred and Eighteen Pounds and Four Pence (£818.04)
(Calculated on the basis of £409.02 x2)

- 4 The hearing scheduled for 1st March 2024 at 11.00am is cancelled

- 5 The respondent shall be at liberty to deduct from the above sums prior to making payment to the claimant such amounts of Income Tax and Employee National Insurance Contributions (if any) as it may be required by law to deduct from a payment of earnings of that amount made to the claimant, and if it does so, duly remits such sums so deducted to HM Revenue and Customs, and provides to the claimant written evidence of the fact and amount of such deductions and of the sums deducted having been remitted to HMRC, payment of the balance to the claimant shall satisfy the requirements of this judgment.

Employment Judge: N Hosie
Date of Judgment: 19 February 2024
Entered in register: 19 February 2024
and copied to parties