



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8000461/2024

Mr G Ritchie

Claimant

Bravo Nyamudoka

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 Ten Thousand Three Hundred and Fifty Nine Pounds and Eighty Four Pence (£10,359.84).
- 2 The Respondent was in breach of contract in respect of unpaid pension contributions and the respondent is ordered to pay damages of One Thousand Four Hundred and Nineteen Pounds and Sixty Six Pence (£1419.66) being Employer and Employee contributions unpaid between May 2023 and February December 2024.

- 3 The respondent having failed to pay the claimant's holiday entitlement is ordered to pay the claimant the gross sum of Three Thousand and Forty Eight Pounds and Fifty Eight Pence (£3048.58)(Calculated on the basis of 28.48 days outstanding (40hrs p/w x £16p/h) being payment therefor.

- 4 The hearing scheduled for 28 June 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: I McFatridge
Date of Judgment: 13 June 2024
Entered in register: 14 June 2024
and copied to parties