



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4102899/2023**

**Employment Judge F Eccles**

**Mrs T Smith**

**Claimant**

**Ice Factor (Kinlochleven) 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 made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of £9374.22.
- 2 The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the net sum of £6249.48 (12 weeks at £520.79).

- 3 The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £13704.00 (9 weeks at the capped rate of £571 plus ten weeks at the capped rate of £571 x 1.5).
- 4 The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of £1175.40 (9 days at £130.60).

**Employment Judge: L Doherty**  
**Date of Judgment: 14 March 2024**  
**Entered in register: 14 May 2024**  
**and copied to parties**