



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4100081/2024

Mr T Hanus

Claimant

AJ Recycling Services Ltd

Respondent

JUDGMENT

Rule 21 of the Employment Tribunal Rules of Procedure 2013

The respondent has not contested the claimant's claims 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 £920.00 in respect of wages for the period ending 25 September 2023.
- 2 The respondent has failed to pay the claimant in lieu of his holiday entitlement and is ordered to pay the claimant the gross sum of £889.33. (11.6 days x £11.50 per hour).
- 3 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 gross sum of £3,680 (eight week's pay).

- 4 The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £3,680.
- 5 The respondent shall be at liberty to deduct from the above sums at paragraphs 1, 2 and 3 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: A Jones
Date of Judgment: 17 July 2024
Entered in register: 18 July 2024
and copied to parties