

EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4104618/2024

Held in Glasgow via Cloud Video Platform (CVP) on 02 September 2024

Employment Judge B Beyzade

Miss R McDougall Claimant In Person

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Structured House Limited

Respondent Not present and Not represented

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL Employment Tribunals Rules of Procedure 2013 – Rule 21

- 1. In default of the respondent presenting a Response within the relevant time limit and having regard to Rule 21 of Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, the Judgment of the Tribunal is that:
 - 1.1. The respondent has made an unauthorised deduction from the claimant's wages (arrears of pay) and is ordered to pay the claimant the sum of EIGHT THOUSAND, TWO HUNDRED AND NINETY-NINE POUNDS AND SIXTY-EIGHT PENCE (£8299.68) gross from which tax and national insurance requires to be deducted, provided that the respondent intimates any such deductions in writing to the claimant and remits the sum deducted to His Majesty's Revenue and Customs.
 - 1.2. The respondent has made an unauthorised deduction from the claimant's wages (holiday pay) and is ordered to pay the claimant the sum of SIX HUNDRED AND NINETY-SIX POUNDS AND FIVE

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PENCE (£696.05) gross from which tax and national insurance requires to be deducted, provided that the respondent intimates any such deductions in writing to the claimant and remits the sum deducted to His Majesty's Revenue and Customs.

1.3. The claimant was unfairly dismissed and the respondent is ordered to pay to the claimant the sum of ONE THOUSAND EIGHT HUNDRED AND NINETY-FIVE POUNDS AND TWENTY-FIVE PENCE (£1895.25) in respect of the basic award and a compensatory award in the amount of ONE THOUSAND THREE HUNDRED AND EIGHT POUNDS AND THIRTY-NINE PENCE (£1308.39).

B. Beyzade

Employment Judge

02 September 2024

Date of Judgment

Date sent to parties

03 September 2024

20 Notes

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Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing, or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

40 https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/

I confirm that this is my judgment in the case of 4104618/2024 Miss R McDougall v Structured House Limited and that I have signed the order by electronic signature.