



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4106895/2023

Held via Cloud Video Platform (CVP) in Glasgow on 18 September 2024

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Employment Judge E Mannion

Miss S Juskaite

Claimant
In Person

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Axle Groups Services Limited

Respondent
Not present and
Not represented

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Tribunal is as follows:

1. Contrary to the provisions of Section 13 of the Employment Rights Act 1996, the respondent made unauthorised deductions by failing to pay the claimant for work carried out between 11 September 25 October 2023. The respondent is ordered to pay **£3,311.01** subject to tax and national insurance to the claimant.
2. The respondent failed to pay the claimant an agreed signing bonus. Liability for this sum was accepted by Mr Cox of the respondent organisation at the Preliminary Hearing on 5 June 2024. The respondent is ordered to pay **£250** to the claimant.
3. The respondent failed to pay an agreed compensation payment of 14% of her September salary as a result of late payment of said salary. The respondent is ordered to pay **£316.25** to the claimant.
4. Contrary to Regulation 14 of the Working Time Regulations 1998, the respondent failed to pay the claimant for accrued but untaken leave on

termination of her employment. The respondent is ordered to pay the claimant **£299.01** subject to tax and national insurance.

5. Contrary to Section 8 of the Employment Rights Act 1996, the respondent failed to provide pay slips to the claimant in respect of her employment. As
5 per Section 12(4) of the Employment Rights Act 1996, the respondent is ordered to pay the claimant **£500** for this failure.

6. An Oral Judgment together with Oral Reasons was issued at the conclusion of the Hearing and accordingly no written note of Reasons is attached to this Judgment.

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Employment Judge: E Mannion
Date of Judgment: 18 September 2024
Entered in register: 20 September 2024
and copied to parties

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