



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 8000274/2025**

**Employment Judge: E Mannion**

**Mr N Crombie**

**Claimant**

**Principal Building Ltd**

**Respondent**

## **JUDGMENT**

### **Rule 22 of the Employment Tribunal Procedure Rules 2024**

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 22:

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the sum of £7,001.57 (net).
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 sum of £9,230.76 (4 weeks' gross pay at a rate of £2,307.69 per week).
3. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of £2,093.76 (8 days holiday pay at a rate of £261.72 per day).

4. The respondent has failed to repay a loan advanced by the claimant to the respondent, the respondent having acknowledged that it required to be repaid to the claimant. The respondent is ordered to pay the claimant the sum of £5,000.
5. The respondent shall be at liberty to deduct from the above sums at items 2, 3 and 4 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 with 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 the Judgment.

**Date sent to parties**

14 March 2025

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