



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4105555/2022

Held at Aberdeen on 6 January 2023

Employment Judge N M Hosie

Mrs C Black

**Claimant
In Person**

Hrafn Shetland Ltd

**Respondent
No Appearance**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Tribunal is that:-

1. the claim under s.23 of the Employment Rights Act 1996 is well-founded and the respondent shall pay to the claimant the sum of Five Hundred and Ninety-Eight Pounds and Fifty Pence (£598.50) as unlawful deductions from wages;

E.T. Z4 (WR)

2. the respondent shall pay to the claimant the sum of Five Hundred and Ninety-Eight Pounds and Fifty Pence (£598.50) as damages for breach of contract (failure to give notice of termination of employment); and

5 3. the respondent shall pay to the claimant the sum of Eight Hundred and Ninety-Seven Pounds and Seventy-Five Pence (£897.75) as a redundancy payment; and

REASONS

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1. The claimant brought various claims following her summary dismissal from her employment with the respondent on 12 August 2022. Her claim was not defended.

15 2. On the basis of the terms of the claim form and supporting documentation I am satisfied that the claimant was employed by the respondent Company as a Shop Assistant from 8 April 2019 until 13 August 2022 when she was dismissed summarily.

20 3. I am satisfied that she is entitled to the following payments:

Wages

4. The sum of **£598.50**, comprising 57 hours worked at £10.50 per hour.

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Notice

5. The claimant was summarily dismissed. She should have been given 3 weeks' notice which, based on average net weekly pay, amounts to **£598.50**

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Redundancy

6. Based on 3 years' complete service, the claimant is entitled to a redundancy payment of **£897.75**.

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7. The claimant also advised that she had not received a P60 or P45. The Tribunal does not have authority to order the respondent to issue these.

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Employment Judge: N M Hosie

Date of Judgment: 17 January 2023

Date Sent to Parties: 20 January 2023