



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8002072/2025

Employment Judge: A Kemp

Mr A Bruce

Claimant

QH PROPERTY COMPANY LIMITED

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: The respondent shall pay the following sums to the claimant:

1. The respondent has unlawfully withheld wages and is ordered to pay the claimant the gross sum of Two Thousand Nine Hundred and Twenty Four Pounds (£2,924.00) (based on 566 hours x £14 per hour= £7,924.00 - £5,000 wage advance).
2. The respondent having failed to pay the claimant's holiday entitlement is ordered to pay the claimant the gross sum of Three Thousand Two Hundred and Ninety Two and Eighty Pence (£3,292.80) (Calculated on the basis of 42 hours per week x 5.6 weeks x £14 per hour)
3. The respondent failed to comply with their duty to provide the claimant with a statement of initial employment particulars and written pay statement and shall pay to the claimant the sum of Five Hundred and Eighty Eight Pounds (£588) (based on 42 hours per week x £14 per hour being one week's pay in terms of section 38 of the Employment Act 2002. The tribunal has no information before it which would suggest that in the circumstances it is just and equitable to award the higher amount provided for in that section.)
4. The respondent shall be at liberty to deduct from the above sums 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, and payment of the balance to the claimant shall satisfy the requirements of this judgment.

Date sent to parties

8 October 2025
