



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4100977/2025**

**Held by Video Conference Call in Glasgow on 5 November 2025**

**Employment Judge Campbell**

**Mr R Harvey**

**Claimant  
In Person**

**Servent Limited**

**Respondent  
Represented by  
Ms D Rookes,  
Solicitor**

**JUDGEMENT OF THE EMPLOYMENT TRIBUNAL**

Upon hearing evidence:

1. The claim was not presented within the required period under section 23(2)(a) of the Employment Rights Act 1996, being three months from the date of the alleged deduction from the claimant's wages;
2. The claim was therefore out of time;
3. The claimant did not meet the requirements of section 23(4) of the above Act; and
4. The claim is therefore dismissed.

**Date sent to Parties**

**18 November 2025**