



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