



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4100922/2025**

**Held by CVP on 19 & 20 November 2025**

**Employment Judge L Doherty**

**Mr S Wakely**

**Claimant  
In Person**

**Herd Cleaning Services Ltd**

**Respondent  
Not present and  
Not represented**

**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

The Judgment of the Employment Tribunal is that:

1. The claim of unfair dismissal succeeds and the respondents shall pay the claimant a monetary award of £1,792;
2. The claim of unauthorised deduction of wages under section 23 of the Employment Rights Act 1996 (the ERA) succeeds and the respondent shall pay the claimant the sum of £722.79;
3. The claim under section 14 of the Working Time Regulations 1998 succeeds and the respondents shall pay the claimant the sum of £300 in respect of holiday leave accrued but not taken on termination of employment.

**REASONS**

Reasons were given orally.

**Date sent to parties**

25 November 2025