



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4103464/2025

Employment Judge: J Hendry

Mr R Gerrard

Claimant

MEB Services LTD

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 made an unauthorised deduction from wages by not paying the full wages due, and is ordered to pay the claimant the gross sum of Two Thousand and Thirty Eight Pounds and Fifty Pence (£2038.50) (calculated on the basis of 14 days x 9 hours p/d x £15.10 p/h and 6 hours overtime x £22.65p/h).
2. The respondent has failed to pay the claimant's holiday entitlement, has made an unauthorised deduction from wages accordingly and is ordered to pay the claimant the gross sum of One Thousand Nine Hundred and Two Pounds and Sixty Pence (£1902.60) (calculated on the basis of 14 days x 9 hours p/d x £15.10 p/h).
3. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay 3 weeks pay in damages to the claimant in the net sum of Two Thousand and Thirty Eight Pounds and Fifty Pence (£2038.50) (calculated on the basis of 3 weeks x £679.50 p/w).
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of Six Hundred and Seventy Nine Pounds and Fifty Pence (£679.50) (calculated on the basis of 1 week x £679.50).

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

28 January 2026
