



EMPLOYMENT TRIBUNALS (SCOTLAND)

**Employment Judge Eccles
Case Number: 8003023/2025**

Y Chen

Claimant

CONVEYA SERVICES LIMITED

Respondent

JUDGMENT

Rule 22 of the Employment Tribunal Procedure Rules 2024

The judgment of the Employment Tribunal is that the claimant's complaints of (a) unfair dismissal, (b) failure to pay redundancy pay, (c) unpaid wages, (d) breach of contract in respect of notice and (e) failure to pay holiday entitlement succeed and that the respondent shall pay to the claimant:

- (a) In respect of the claimant's complaint of unfair dismissal the respondent shall pay to the claimant a compensatory payment of £21,466.42.
- (b) In respect of the claimant's complaint of failure to pay redundancy pay the respondent shall pay to the claimant the sum of £3,595.00.
- (c) In respect of the claimant's complaint of an unauthorised deduction from wages the respondent shall pay to the claimant the net sum of £6,251.54.
- (d) In respect of the claimant's complaint that the claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of £3,125.77.
- (e) In respect of the claimant's complaint of failure to pay holiday entitlement, the respondent shall pay to the claimant the sum of £1,882.71.
- (f) In respect of the claimant's complaint of loss of expenses in breach of contract, the respondent is ordered to pay to the claimant the sum of £51.89.

REASONS

1. A copy of the claim form setting out the claimant`s complaint(s) was sent to the respondent on 12 December 2025.
2. In accordance with the terms of rule 17 of the Employment Tribunal Procedure Rules 2024, the respondent was required to enter a response within twenty eight days of the date on which a copy of the claim was sent to it but failed to do so.
3. On the basis of the available material the Employment Judge decided s/he could properly determine remedy as follows:-
 - a. In respect of the claimant`s complaint of unfair dismissal the respondent shall pay to the claimant a compensatory payment of £21,466.42, calculated as past loss of wages at £20,306.00(26 weeks x net pay of £781 per week), pension loss of £660.42(26 weeks x £25.40 per week) and £500 for loss of statutory rights. No basic award has been awarded on the grounds that the claimant has been awarded a statutory redundancy payment.
 - b. In respect of the claimant`s complaint of failure to pay redundancy pay the respondent shall pay to the claimant the sum of £3,595.00 (5 weeks x £719 per week).
 - c. In respect of the claimant`s complaint of an unauthorised deduction from wages the respondent shall pay to the claimant the net sum of £6,251.54 (2 months x £3,125.77 per month).
 - d. In respect of the claimant`s complaint that the claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of £3,125.77 (1 months` notice).
 - e. In respect of the claimant`s complaint of failure to pay holiday entitlement, the respondent shall pay to the claimant the net sum of £1,077.78 (6.9 days x £156.20 per day).
 - f. In respect of the claimant`s complaint of loss of expenses in breach of contract, the respondent is ordered to pay to the claimant the sum of £51.89.

Date sent to parties

06 March 2026
