



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No. 4103567/2025

Held in Inverness on 16 April 2026

Employment Judge Hendry

Mr C Birse

**Claimant
In Person**

SJ Highland Construction Ltd

**Respondent
Not Present &
Not Represented**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Having made enquiries in relation to the respondent's non-attendance the hearing proceeded and for the reasons given orally at the hearing the claims were found to be well-founded: Accordingly, the respondent Company shall pay the claimant the following sums:

1. The sum of Nine Hundred and Eighty-Five Pounds (£985) being accrued but unpaid holiday pay (6.16 days x 8 hours x £20 per hour) gross;
2. The sum of Four Hundred and Twenty Pounds (£420) being unpaid wages for the last three days of work (3 x 21x £20);

The respondent will be entitled to satisfy the Judgment by payment of these sums net having deducted appropriate PAYE deductions and vouched same.

Date sent to Parties

27 April 2026
