



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Number: 8000291/2026

Hearing held in Glasgow and by video on 26 May 2026

Employment Judge M Whitcombe

A Browne

Claimant
In person

Andrew Donaldson
(Trading as “Big Andy’s Vehicle Services”)

Respondent
Represented by:
Mr B Hendley
(Consultant)

JUDGMENT

- (1) By consent, the claimant is entitled to notice pay as damages for breach of contract, because he had not committed gross misconduct. The claimant is awarded **£357.11** (net), representing notice pay of 1 week.
- (2) The claimant is entitled to 1 week’s arrears of wages because the respondent has not proved that the claimant had taken *paid* (as opposed to *unpaid*) leave exceeding his entitlement to paid annual leave upon termination, or that the respondent was entitled to make a deduction from wages on that basis. The claimant is awarded **£440** (gross).
- (3) The claimant is not entitled to an award under section 38(3) of the Employment Act 2002 because the respondent had complied with its duty under section 1 of the Employment Relations Act 1996 to provide a written statement of particulars of employment.
- (4) Summary reasons were given orally at the end of the hearing. Neither side applied for those reasons in writing.

Employment Judge M Whitcombe

Date of Judgment 26 May 2026

Entered in register

and copied to parties

01 June 2026