



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 8000257/2026**

**Employment Judge L Doherty**

**M Kapelko**

**Claimant**

**Sanctum-Energy 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:

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the net sum of £3,077.92.
2. 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 gross sum of £3,846.15.

3. The respondent has failed to provide the claimant with a written statement of terms and conditions and is ordered to pay the claimant the gross sum of £2,876.00 (4 weeks x statutory cap of £719.00 per week).
4. The respondent acted in breach of contract by not paying sums deducted from the claimant's wages in respect of pension contributions into a pension fund. The claimant is awarded the sum of £120.00 as compensation for this breach of contract.

**Date sent to parties**

13 May 2026

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