



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4104399/2025

Employment Judge: C McManus

Ms L Henderson

Claimant

Joseph Harley (Deceased)

Respondent

JUDGMENT

Rule 22 of the Employment Tribunal Procedure Rules 2024

The response to the claim has been rejected and there is no outstanding application for reconsideration and an Employment Judge has decided to issue the following judgment on the available material under rule 22:

1. 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 net sum of £4613.28 (12 weeks at £384.44)
2. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £13736.40 (£457.88 x 20 x 1.5).
3. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the net sum of £922.68 (12 days at net daily rate of (£384.44/5) £76.89).

Date sent to parties

16 June 2026