



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4100971/2026

Employment Judge: F Eccles

Mr S Missenden

Claimant

Garden Rooms (Scotland) Ltd

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) unauthorised deduction of wages; (c) failure to pay holiday entitlement and (d) failure to pay notice pay 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 statutory redundancy payment of £1,632.00 (3.0 weeks x £544.00 gross pay per week) and a compensatory award of £532.64.
- (b) In respect of the claimant's complaint of an unauthorised deduction from wages the respondent shall pay to the claimant the gross sum of £217.60 (2 days x £108.80 gross pay per day).

- (c) In respect of the claimant's complaint of failure to pay holiday entitlement, the respondent shall pay the claimant the gross sum of £228.48 (2.1 days x £108.80 gross pay per day).
- (d) In respect of the claimant's complaint of failure to pay notice pay, the respondent shall pay damages to the claimant in the net sum of £880.00 (2 weeks x £440.00 net pay per week).

REASONS

1. A copy of the claim form setting out the claimant's complaints was sent to the respondent on 13 April 2026.
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. The Employment Judge decided that on the available material a determination could properly be made without a hearing as to the liability of the respondent for the claim.
4. On the basis of the available material the Employment Judge decided she 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 statutory redundancy payment of £1,632.00 (3.0 weeks x £544.00 gross pay per week) and a compensatory award of £532.64 calculated as: pension loss of £32.64 (2 weeks x £16.32 per week) plus loss of statutory rights of £500.00. 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 an unauthorised deduction from wages the respondent shall pay to the claimant the gross sum of £217.60 (2 days x £108.80 gross pay per day).
 - (c) In respect of the claimant's complaint of failure to pay holiday entitlement, the respondent shall pay the claimant the gross sum of £228.48 (2.1 days x £108.80 gross pay per day).
 - (d) In respect of the claimant's complaint of failure to pay notice pay, the respondent shall pay damages to the claimant in the net sum of £880.00 (2 weeks x £440.00 net pay per week).

Date Sent to Parties:

08 June 2026