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EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case Number: 4101706/2019

Held in Glasgow on 1 May 2019

Employment Judge: Sally Cowen

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Mr S Raue

**Claimant
In Person**

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Global Rugby Network Limited

**Respondent
Not Present and
Not Represented**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Employment Tribunal is that the claim succeeds and the
30 respondent is ordered to pay the claimant a total sum of **Twenty Eight Thousand,
Eight Hundred and Sixty Seven Pounds and Eighty Six Pence (£28,867.86)**
comprising of salary payment of £16,522.80; holiday pay of £1,566.18; notice pay of
£9,254.88 and a redundancy payment of £1,524.

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REASONS

E.T. Z4 (WR)

- 1 The claimant claims outstanding arrears of pay, holiday pay and notice pay from the respondent which remained unpaid when he was dismissed for redundancy on 11 December 2018.
- 2 The claimant has represented himself today at the Employment Tribunal. The respondent has filed no response to the claim and did not attend today and was not represented.
- 3 The Tribunal heard evidence from the claimant and was referred to a bundle of productions which the claimant produced today.

Facts

10 4 The claimant started work for the respondent on 1 November 2015 as Chief Technical Officer. During the course of his employment his salary was increased from £45,000 per annum to £50,000 per annum. Unfortunately the respondent was not always able to honour that salary and this led to a deduction being made by the respondent starting in June of 2017. The

15 Tribunal was shown e-mails showing that the claimant was accommodating of this and agreed to wait for some of his salary for short periods in order to assist this start-up company.

5 A further agreement was reached to delay some payment to the claimant between August 2018 and December 2018 however this was never paid back 20 to the claimant.

6 On 10 December 2018 the claimant heard a shareholder meeting at which the decision was taken to close the company. He was dismissed on 11 December 2018 without notice or payment in lieu as per his contract.

7 The claimant requested the outstanding payment of monies but no such 25 payment was made nor was the claimant paid for outstanding holiday.

Decision

8 The Tribunal concludes that the claimant is owed unpaid salary of £16,522.80.
He is also owed unpaid but accrued holiday of 11 days calculated at £142.38
per day; a total of £1,566.18.

9 The claimant is also entitled to notice pay of 3 months amounting to £9,254.88
5 and a redundancy pay amount which is the equivalent to 3 weeks' pay at the
statutory maximum of £508 per week; a total of £1,524.

10 The total amount therefore due to the claimant by the respondent is the amount
of £28,867.86.

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I confirm that this is my judgment or order in
the case of Raue v Global Rugby Network and
that I have signed the judgment by electronic
signature.

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Employment Judge

S Cowen

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Date of Judgment

3 May 2019

Entered in register and copied to parties

9 May 2019

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