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EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4110412/2021

Hearing Held by Cloud Video Platform (CVP) on 28 September 2021

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Employment Judge B Campbell

Mr G Tully

**Claimant
In Person**

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The Orchard Hotel

**Respondent
Not present and
not represented**

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JUDGMENT

The Judgment of the Employment Tribunal is that:

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1. The claimant was dismissed on 8 June 2021 by reason of redundancy having completed two full years of service, and under section 135 of the Employment Rights Act 1996 is entitled to a statutory redundancy payment from the respondent in the amount of **£712**;

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2. An unlawful deduction was made from the claimant's wages contrary to section 13 of the Employment Rights Act 1996 by his not being paid furlough pay between the days of 1 May and 8 June 2021 inclusive, and the respondent is ordered to pay the claimant the sum of **£1,302.08** as compensation;

3. The claimant was entitled to 12 days of accrued annual leave on termination of his employment under the Working Time Regulations 1998 for which he was not paid, and the respondent is therefore ordered to pay him the sum of **£751.20**; and

5 4. The respondent breached the claimant's contract of employment by failing to give him two weeks of notice of termination as he was entitled or payment in lieu, and the respondent is ordered to pay the claimant **£626** as damages.

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Employment Judge: Brian Campbell
Date of Judgment: 14 October 2021
Entered in register: 18 October 2021
and copied to parties

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