



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4100004/2023**

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**Held in Glasgow on 19 April 2023**

**Employment Judge S MacLean**

10 **Mr J McGrory**

**Claimant  
In Person**

15 **CCM Courier Express Limited**

**Respondent  
Represented by:  
Mr S Grierson –  
Director**

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**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

The judgment of the Employment Tribunal is that:

1. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £8,400.
- 25 2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages in the sum of £4,800.
3. The respondent has failed to pay the claimant's holiday entitlement accrued but on taken on termination and is ordered to pay the claimant the sum of £471.87.

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**REASONS**

Oral reasons for the decision were announced at the preliminary hearing.

For clarification my calculations are as follows:

1. Redundancy pay: At the effective date of termination the claimant was 66 years of age had had been continuously employed for 14 years. His weekly gross wage was £400. The claimant is entitled to a redundancy payment of 21 weeks' pay (21 x £400), that is £8,400.
- 5 2. Notice pay: The claimant is entitled to the maximum statutory notice of 12 weeks' pay (12 x £400), that is £4,800.
3. Holiday pay: The claimant had accrued 24 days holiday up to the date of termination. He had taken 15 days holiday leaving a balance of 9 days accrued but not taken on termination. The claimant's net pay was £368 per week which equates to £52.43 per day. The accrued holiday pay is 9 days' pay (9 x £52.43), that is £471.87.
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**Employment Judge: S Maclean**  
15 **Date of Judgment: 19 April 2023**  
**Entered in register: 24 April 2023**  
**and copied to parties**