



## EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4104144/2020

Held in Glasgow by CVP on 8 and 9 December 2021

Employment Judge: Rory McPherson

Fiona Ronald

Claimant  
In Person

Mikeylenn Ltd

Respondent  
Represented by  
G Kelly and M Lennon  
Directors

### JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the Employment Tribunal is that;

1. the respondent made unauthorised deduction of wages from the claimant's wages in the sum of **Seven Hundred and Eighty Eight Pounds and Sixteen Pence (£788.16)**, being 12 weeks' pay at contractual rate of £65.68; and
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 **One Hundred and Ninety Seven Pounds and Four Pence (£197.04)**, being 3 weeks' notice contractual notice pay £65.68; and

3. the claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **One Thousand One Hundred and Seventy Six Pounds and Eighty Eight Pence Pounds and Thirty Six Pence (£1,176.88)** calculated on average of paid wages 52 weeks prior to termination (£86.29 x 4 having regard to the claimant's age), the claimant having a period of 3 continuous years of service.
4. The respondent has failed to pay the claimant's accrued (6 March to 25 May) holiday entitlement and is ordered to pay the claimant the sum of **Seventy One Pounds (£71.43)**.
5. As the Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 do not apply, these sums are payable immediately by the respondent.

### REASONS

Oral reasons were given at the hearing.

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Employment Judge: Rory McPherson  
Date of Judgment: 13 December 2021  
Entered in register: 15 December 2021  
and copied to parties

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