



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4101936/2023

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Held by Cloud Video Platform in Glasgow on 25 January 2024

Employment Judge Sangster

10 **Ms H Bell**

**Claimant
In Person**

15 **Kenneth Martin Photography Limited**

**Respondent
Not present/represented**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the Tribunal is that:

1. The claimant was entitled to a redundancy payment of **£8,756.06** on the termination of her employment. She did not received this. The respondent is ordered to pay this sum to the claimant.
- 25 2. The claimant was wrongfully dismissed by the respondent: she was entitled to 12 weeks' notice of the termination of her employment, but received no notice. The respondent is ordered to pay the claimant the gross sum of **£3,686.76** as damages for her wrongful dismissal.
3. The respondent made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£501.00** in respect of
30 commission earned in the period from for the period from 25 November to 31 December 2022.
4. The respondent acted in breach of contract by failing to reimburse the claimant for expenses incurred by her in the period from 1 August to 31

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December 2022. The respondent is ordered to pay the claimant the sum of **£93.50** as damages for that breach of contract.

The respondent shall be at liberty to deduct from the detailed at numbered paragraph 2 and 3 above, prior to making payment to the claimant, such amounts
5 of Income Tax and Employee National Insurance Contributions (if any) as it may be required by law to deduct from a payment of earnings of that amount made to the claimant, and if it does so, duly remits such sums so deducted to HM Revenue and Customs, and provides to the claimant written evidence of the fact and amount of such deductions and of the sums deducted having been remitted to HMRC, payment
10 of the balance to the claimant shall satisfy the requirements of this judgment.

Oral reasons were given at the hearing, in accordance with rule 62(2) of the Employment Tribunal Rules of Procedure 2013. Written reasons will not be provided, unless a written request for these is made by one of the parties within 14 days of the
15 date this judgment is sent to the parties.

Employment Judge Sangster

Employment Judge

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25 January 2024

Date of Judgment

Date sent to parties

29/01/2024

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