



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 8000155/2025**

**Employment Judge: I McFatridge**

**Mr G Flynn**

**Claimant**

**Panacea Healthcare Group Ltd**

**Respondent**

## **JUDGMENT**

### **Rule 22 of the Employment Tribunal Procedure Rules 2024**

No response has been presented to this claim and an Employment Judge has decided to issue the following judgment on the available material under rule 22: The respondent shall pay the following sums to the claimant:

1. The respondent has unlawfully withheld wages and is ordered to pay the claimant the gross sum of One Thousand and Fourteen and Forty Pence (£1014.40) (Calculated on the basis of £15.85p/h x 8 hours x 8 days).
2. The respondent having failed to pay the claimant's holiday entitlement is ordered to pay the claimant the gross sum of One Thousand Seven Hundred and Seventy Five Pounds and Twenty Pence (£1775.20) (Calculated on the basis of 112 hours x £15.85p/h).
3. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages of 2 week's pay to the claimant in the gross sum of One Thousand Two Hundred and Sixty Eight Pounds (£1268.00) (80 hrs x £15.85p/h).
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of One Thousand Nine Hundred and Two Pounds £1902.00 (Calculated on the basis of 3 weeks x 40hrs p/w x £15.85p/h)
5. The respondent shall be at liberty to deduct from the above sums prior to making payment to the claimant such amounts 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, and payment of the balance to the claimant shall satisfy the requirements of this judgment.

**Date sent to parties**

05 March 2025

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