



EMPLOYMENT TRIBUNALS

Claimants: (1) Raphael Swery
(2) Hariharan Kuhan
(3) Jennifer Coy
(4) Adrienne Spencer

Respondent: Clinics Operations Limited

JUDGMENT UNDER RULE 22

1. The Respondent has failed to file an ET3 within the deadline and has not requested an extension of time to file the same.
2. Having considered the ET1 and information provided by the Claimants, Regional Employment Judge Freer has decided that a determination of the claim can properly be made without a hearing and the Judgment of the Tribunal, made under rule 22 of the Employment Tribunals Procedure Rules 2024, is as set out below.
3. The Respondent unlawfully failed to the Claimants' pay wages for September 2024 as follows:
 - (a) Raphael Swery £4,550.00
 - (b) Hariharan Kuhan £13,373.05
 - (c) Jennifer Coy £2,923.09
 - (d) Adrienne Spencer £1,393.75
4. The Respondent unlawfully failed to pay Jennifer Coy and agreed bonus of £500.00
5. Accordingly, the Respondent is ordered to pay the Claimants the sums set out above and to account to HMRC for any tax and NI due on them.

Case No: 2227187/24, 2227188/24, 2227189/24, 2227190/24

Approved by:

Regional Employment Judge Freer

Date: 05 June 2025

Sent to the parties on:

12 June 2025

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For the Tribunal:

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