



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8003068/2025

Employment Judge: J Hendry

Mr J Watt

Claimant

Flintlock Holdings 2.0 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 having made an unauthorised deduction from wages contrary to section 13 of the Employment Rights Act 1996 is ordered to pay the claimant the gross sum of Four Hundred and Five Pounds and Twenty Eight Pence (£405.28) (275 hours x £12.21p/h x 12.07%).
2. The respondent failed to comply with their duty to provide the claimant with a statement of initial employment particulars and written pay statement and shall pay to the claimant the gross sum of Two Hundred and Sixty Five Pounds and Thirty Eight Pence (£265.38)(1150x 12 ÷52) being one weeks pay in terms of s38 of the Employment Act 2002. (The tribunal has no information before it which would suggest that in the circumstances it is just and equitable to award the higher amount provided for in s38.)
3. 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

5 February 2026
