



EMPLOYMENT TRIBUNALS

Claimant

Respondent

(1) Ms A Tadych
(2) Mr M Mahboob

v

Professional Care Limited

Heard at: Sheffield (by video link – Kinly Cloud)

On: 6 July 2026

Before: Employment Judge James

Representation

For the Claimant: Mr D O'Dempsey, counsel

For the Respondent: Ms G Nicholls, counsel

JUDGMENT

Following (1) the reading of relevant documentation and witness statements submitted by the parties; (2) the refusal of the amendment application made on behalf of both claimants in respect of holiday pay; (3) the hearing of live evidence from the claimants and submissions from both counsel; (4) deliberation time; and (3) no further amount being due to the first claimant in respect of her wages claim:

Judgment is ordered as follows:

- (1) The respondent must pay to the second claimant the further sum for unpaid wages of £552 for the period 1 and 2 June 2024 (2 x 12 x £23 per hour); and £3726.38 in respect of the suspension period from 4 to 20 June 2024 inclusive (2.43 weeks @ £1544.49 pw); **a total of £4278.38**. Such sums are to be paid gross to the second claimant, who will be responsible for accounting to HMRC for any tax due on that sum.
- (2) The respondent must pay to the first claimant **the sum of £5056.17** in respect of notice pay (7 weeks at £722.31 pw).
- (3) The respondent must pay to the second claimant **the sum of £8468.66** in respect of notice pay (8 x £1058.58 pw).
- (4) Those payments should be made within 14 days.

- (5) The sums payable at (2) and (3) above are based on the net pay to the claimants, because they are damages for breach of contract. The sums ordered to be paid to the claimants for their wrongful dismissal claims will count towards the £30,000 tax-free lump sum they are entitled to on termination of their employment. Therefore, those sums will be taken into account at Remedy Hearing Part II, to the extent that any compensatory award made at that hearing, together with the amounts paid in respect of wrongful dismissal at this hearing, exceed £30,000.

Employment Judge James

Employment Judge James
North East Region

Dated 7 July 2026

Sent to the parties on:

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For the Tribunals Office

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant (s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>