EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4100995/2026

Employment Judge: A Kemp

Mrs N Shcholokova	**Claimant**
Golden Heron Limited	**Respondent**

JUDGMENT
Rule 22 of the Employment Tribunal Procedure Rules 2024

1. 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 made an unauthorised deduction from wages by not paying the full wages due, and is ordered to pay the claimant the gross sum of Four Hundred and Forty Four Pounds and Ninety Six Pence (£444.96) (based on 36 hours x £12.36 per hour).

2. The respondent has failed to pay the claimant's holiday entitlement, has made an unauthorised deduction from wages accordingly and is ordered to pay the claimant the gross sum of Two Hundred and Eighty Pounds and Forty Five Pence (£280.45) (calculated on the basis of 22.93 days x 2 hours per day x £12.36 per hour = £566.83 holiday pay already paid in August 2025 of £286.38 = £280.45).

2. The awards made above are separate to and do not affect any failure by the respondent to make payments due to His Majesty's Revenue and Customs in relation to wages paid to the claimant, referred to in the Claim Form.

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 3 June 2026