



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4100939/2026

Employment Judge P O'Donnell

S MacKay

Claimant

Theo Health Limited

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.

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the sum of **£19,321.93 gross** (for the months of November 25 – 19 May 2026)
2. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of **£1,436.39 gross** (10,67 days).

Date sent to parties

10 June 2026