



EMPLOYMENT TRIBUNALS

Claimant: Mr K Vaughan

Respondents: 1. Workforce1 Ltd
2. Weston Spencer Group Ltd

Heard at: Leeds **On:** 19 January 2018

Before: Employment Judge Davies

Representation

Claimant: Mr Murdin (counsel)
Respondents: Did not attend

JUDGMENT

Issued pursuant to Rule 21 Employment Tribunals Rules of Procedure 2013

No response has been presented from either Respondent within the relevant time limits. The Claimant has permission to proceed against the Second Respondent, which is in liquidation. The First Respondent is described as “active” on the Register of Companies.

The Employment Judge has been referred to a bundle of relevant documents and heard submissions from counsel for the Claimant.

There is sufficient information to enable a determination to be made of the claims pursuant to Rule 21.

It is therefore ordered and adjudged that:

1. The Claimant’s employer was the First Respondent.
2. The First Respondent has made unauthorised deductions from the Claimant’s wages and shall pay the Claimant **£7,666,64** gross.
3. The First Respondent has failed to pay the Claimant in lieu of 2.6 weeks’ annual leave accrued but untaken on termination of his employment and shall further pay him **£1,150.01** gross in respect of such leave.

4. The First Respondent has breached the Claimant's contract by failing to pay him mobile phone expenses and (constructively) dismissing him without four weeks' notice. It shall further pay him damages of **£1,747.27** (£180 mobile phone expenses and £1,567.27 notice pay).
5. Proceedings against the Second Respondent are stayed until **23 March 2018**, and the Claimant must update the Tribunal on that date.

Employment Judge Davies
19 January 2018