



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Mellor

**Respondent:** Homeguard Property Maintenance Limited

**Heard at:** Nottingham                      **On:** 1 February 2018

**Before:** Employment Judge Faulkner (sitting alone)

**Representation**

**Claimant:** In person

**Respondent:** Did not attend

## JUDGMENT

1. The Claimant's complaint that the Respondent made an unauthorised deduction from his wages is well-founded. The Respondent is ordered to pay the Claimant:

- a. the sum of £700 (seven hundred pounds) (gross), in respect of payments due to the Claimant for securing maintenance contracts with customers;
- b. such further sum as will result in a net payment to the Claimant of £2,405.11 (two thousand, four hundred and five pounds and eleven pence), in respect of unpaid wages, unpaid overtime pay and financial loss sustained by the Claimant attributable to the Respondent's unauthorised deductions from his wages; and
- c. the further sum of £1,956 (one thousand nine hundred and fifty-six pounds) (gross) under the provisions of section 38 Employment Act 2002 as a result of the Respondent's failure to provide the Claimant with written particulars of his employment under section 1 of the Employment Rights Act 1996.

2. The Claimant's complaint that the Respondent failed to pay him the amount due to him under regulation 14(2) of the Working Time Regulations 1998 (payment in lieu of annual leave) is well-founded. The Respondent is ordered to pay to the Claimant such sum as will result in a net payment to the Claimant of £575.

3. The Respondent failed to give the Claimant itemised pay statements in accordance with section 8 Employment Rights Act 1996 for the duration of his employment from 13 February 2017 to 6 June 2017.

---

Employment Judge Faulkner

Date: 1 February 2018

JUDGMENT SENT TO THE PARTIES ON

3 January 2018

FOR THE TRIBUNAL OFFICE

Note

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.