



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Nicols

**First Respondent:** Mr Andrew Jones t/a DMAK Contract Cleaning Services

**Second Respondent:** DMAK Cleaning Services Limited

**Heard at:** Manchester **On:** 28 June 2018

**Before:** Employment Judge Aspden

## REPRESENTATION:

**Claimant:** In person

**1<sup>st</sup> Respondent:** Not in attendance and not represented

**2<sup>nd</sup> Respondent:** Not in attendance and not represented

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim that the first respondent (Mr A Jones t/a DMAK Contract Cleaning Services) made unauthorised deductions from his wages by failing to pay wages of £180 and holiday pay of £86.85 is made out. The first respondent is ordered to pay to the claimant the amount of £266.85 in respect of those deductions.
2. The first respondent breached the claimant's contract of employment by failing to give him notice of its termination. The first respondent is ordered to pay to the claimant damages for breach of contract of £112.50.
3. The first respondent failed to provide to the claimant a statement required by section 1 of the Employment Rights Act 1996. The first respondent is ordered to pay to the claimant the further sum of £225 in respect of that failure.
4. The claims against the second respondent are dismissed.

---

Employment Judge Aspden

Date 29 June 2018

JUDGMENT SENT TO THE PARTIES ON

30 July 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.

**Public access to employment tribunal decisions**

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