



EMPLOYMENT TRIBUNALS

Claimant

Mr M Ford

Respondent

v (1) Sheffield & Ford (Builders) Limited
(2) Drofford Limited

Heard at: Cambridge

On: 1 July 2019

Before: Employment Judge Tynan

Appearances

For the Claimant: Mr M Blitz, Counsel

For the Respondents: Did not attend and was not represented

JUDGMENT

1. The Claimant's complaint under Section 111 of the Employment Rights Act 1996 that he was unfairly dismissed by the first Respondent on 26 May 2017 is well founded.
2. The first Respondent dismissed the Claimant in breach of contract, namely without giving the Claimant twelve weeks' notice of termination of employment as required by Section 86 of the Employment Rights Act 1996.
3. The Tribunal declares that the Claimant's complaint under Section 23 of the Employment Rights Act 1996, namely that the Respondent made a deduction from his wages of 11 days' holiday pay in contravention of Section 13 of the Act, is well founded.
4. The Claimant's complaint that, when the proceedings were begun, the first Respondent was in breach of its duty to the Claimant under Section 1(1) of the Employment Rights Act 1996 is well founded and the Tribunal makes an award to the Claimant of an amount equal to two weeks' pay in respect of the claim to which the proceedings relate. The amount of a week's pay shall be determined as part of the Remedy determination.

5. The Claimant's claims against the second Respondent are dismissed on the basis that they are withdrawn by the Claimant.

9 August 2019

Employment Judge Tynan

Date:14.08.19.....

Sent to the parties on:

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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.