



EMPLOYMENT TRIBUNALS

Claimant: Mr K Richards

Respondent: David Smith T/A Future Joinery & Shop Fitters

Heard at: Cardiff

On: 10 and 11 March 2020

Before: Employment Judge A. Ross

Representation

Claimant: Mrs. C. Riggott

Respondents: In person

JUDGMENT

1. The Claimant has more than two years of continuous service. The Employment Tribunal has jurisdiction to hear the complaint of unfair dismissal.
2. The following complaints succeed:
 - 2.1. Unfair dismissal;
 - 2.2. Unlawful deduction from wages;
 - 2.3. Breach of contract;
 - 2.4. The complaint under sections 8 and 11 Employment Rights Act 1996 (failure to provide an itemised pay statement from May 2018 until dismissal on 25 January 2019);
 - 2.5. The complaint that the Respondent, in breach of section 1(1) Employment Rights Act 1996, failed to provide the Claimant with a statement of terms and conditions.
3. The following complaints were dismissed on withdrawal:
 - 3.1. The claim for holiday pay;

- 3.2. The claim for failure to inform and consult prior to the transfer of the business.

.....
Employment Judge A. Ross
Date: 19 March 2020

JUDGMENT SENT TO THE PARTIES ON 31 March 2020

.....
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.