



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Gillespie

**Respondents:** (1) Supply Care Solutions Limited  
(2) Danluker Limited  
(3) ICS Umbrella Limited

**Heard at:** North Shields

**On:** 24 February, 2020

**Before:** Employment Judge Nicol

## Representation

**Claimant:** appeared in person

**First and Second**

**Respondents:** Ms J Moore, Safeguarding and Compliance Manager

**Third**

**Respondent:** Ms J Mace, Head of Compliance

# JUDGMENT

Upon hearing the parties, the Tribunal finds that

- 1 as agreed with the parties, the first respondent is not actually a limited company and is a trading name of the second respondent so that it is not a legal entity and the complaints against it are dismissed
- 2 as agreed with the parties, the second respondent was not the employer of the claimant at the relevant times and the complaints against it are dismissed
- 3 as agreed with the parties, the third respondent was the employer of the claimant under a contract of employment so that the claimant was its employee
- 4 the claimant did not suffer unauthorised deductions from his wages in respect of

his wages and/or expenses and his complaints against the third respondent are dismissed

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Employment Judge Nicol

Date 25 February, 2020

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

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