



EMPLOYMENT TRIBUNALS

Claimant: Mr Mark Morgan-Lloyd

Respondent: (1) JFG Telemetry Limited & (2) JFG Farming Limited

Heard at: Southampton Employment Tribunal

On: 21, 22, 23, 24, and 25 August 2023

Before: Employment Judge Teresa Hay

Representation

Claimant: Mr Christian Maher-Loughnan (Lay representative)

Respondent: Mr James Fraser-Petherbridge (Director of both Respondent Companies)

JUDGMENT

1. The claim for unfair dismissal against the first Respondent, JFG Telemetry Limited is well founded.
2. The claim for unauthorised deductions from wages against the first Respondent, JFG Telemetry, is well founded.
3. The first Respondent, JFG Telemetry, failed to provide the Claimant with an itemized pay statement contrary to section 8 of the Employment Rights Act 1996.
4. The Claimant was not entitled to a written statement of reasons for dismissal from the first Respondent, JFG Telemetry, because the circumstances of his dismissal are not covered by s92 of the Employment Rights Act 1996.
5. The Claimant was not employed by nor a worker of the second Respondent JFG Farming Limited.
6. The claim of breach of contract was withdrawn, but not dismissed, pursuant to rule 52 of schedule 1 of the Employment Tribunal (Constitution and Rules of Procedure) Regulations 2013.

Employment Judge Teresa Hay

Date 25 August 2023

JUDGMENT SENT TO THE PARTIES ON
21 September 2023 By Mr J McCormick

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.