



EMPLOYMENT TRIBUNALS

Claimant: Mr Michael Yates

Respondent: KAMMAC LIMITED

Heard at: Manchester

On: 18 February & 18 March 2026

Before: Tribunal Judge Holt

REPRESENTATION:

Claimant: The Claimant was a litigant in person and his partner Ms Mazule-Kalninam acted as his advocate

Respondent: Mr R Pickard (Counsel)

JUDGMENT

The judgment of the Tribunal is that the Claimant's claims are unfounded. The Claimant's claims are dismissed for:

1. Breach of contract: **The Claim fails and is dismissed.**
2. Unfair dismissal: **The Claimant did not have two years' service.**
3. Wrongful dismissal: **The Claim fails and is dismissed.**
4. Unlawful deduction from wages: **The Claim fails and is dismissed.**
5. Failure to comply with a subject access request: **The Tribunal has no jurisdiction over such claims.**

Tribunal Judge Abigail Holt

18 March 2026

SENT TO THE PARTIES ON

30 April 2026

FOR THE TRIBUNAL OFFICE

Notes

1. 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.

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