



EMPLOYMENT TRIBUNALS

Claimant: Mr M J Jones

Respondent: Ashdale Construction Limited

Heard at: Liverpool **On:** 12 July 2021

Before: Employment Judge Horne

Representatives

For the claimant: In person

For the respondent: Did not appear; not represented; participation restricted under rule 21 Employment Tribunal Rules of Procedure 2013

JUDGMENT

1. The respondent made an unauthorised deduction from the claimant's wages for 8 May 2020, and is ordered to pay him the gross sum of £70.56.
2. The respondent made an unauthorised deduction from the claimant's holiday pay and is ordered to pay him the gross sum of £352.81.
3. The respondent made an unauthorised deduction from the claimant's statutory sick pay for the periods 6 to 9 April 2020 and 1 to 7 May 2020 and is ordered to pay him the sum of £172.53.
4. The respondent breached the claimant's contract by failing to give notice of termination and is ordered to pay him damages of £352.51.
5. The respondent is additionally ordered to make a payment to the claimant under section 38 of the Employment Act 2002, on the ground that the respondent did not provide the claimant with a statutory statement of particulars of employment. The amount payable is £705.62, being two weeks' pay.
6. The respondent failed to provide the claimant with itemised pay statements, but is not ordered to make any payment to the claimant in respect of unnotified deductions.
7. The total amount payable under this judgment is **£1,654.33**.

Employment Judge Horne

12 July 2021

SENT TO THE PARTIES ON

19 July 2021

FOR THE TRIBUNAL OFFICE

Note:

- (1) All sums have been awarded gross, without deduction for tax or national insurance. The claimant may be liable to pay the tax and national insurance to Her Majesty's Revenue and Customs.
- (2) Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the judgment being sent to the parties. If written reasons are provided, they will be entered onto the tribunal's online register, which is visible to internet searches.
- (3) The hearing took place on a remote video platform. Neither party objected to the format of the hearing.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2409611/2020**

Name of case: **Mr M Jones** v **Ashdale Construction Ltd**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: **19 July 2021**

"the calculation day" is: **20 July 2021**

"the stipulated rate of interest" is: **8%**

For the Employment Tribunal Office