



EMPLOYMENT TRIBUNALS

Claimant: Mr. A. Janasiak

Respondent: Mr. P. Lukanty

HELD AT: Mold

ON: 17th February 2017

BEFORE: Employment Judge T.V. Ryan

REPRESENTATION:

Claimant: Mr. A. Sierant, Solicitor

Respondent: Mr. M. West, Consultant

Interpreter: Ms. M. Kondej-Mateparae

JUDGMENT

The judgment of the Tribunal is that:

1. At all material times the claimant worked under a contract of employment; the contract was implied; the claimant was an employee of the respondent's from 18th April 2016 until the summary termination of his employment on 23rd August 2016.
2. The respondent failed to provide the claimant with a written statement of employment particulars. The respondent shall pay to the claimant two week's wages in respect of this failure in the sum of £1,153.84 (agreed on behalf of the respondent as representing two week's wages).
3. The respondent made unauthorised deductions from the claimant's wages amounting, by agreement with the respondent, to £1,073.30.
4. The claimant failed to pay to the claimant/made unauthorised deductions from his wages in the sum, agreed on behalf of the respondent, of £1,274.09.
5. The respondent failed to pay to the claimant in respect of accrued holidays untaken as at the date of termination of his employment in the sum, agreed by the respondent, of £936.66.

6. The claimant was not entitled to be paid in addition to his wages any sums for over-night “stop overs” and his claim in respect of them fails and is dismissed.
7. The respondent failed to provide the claimant with statutory minimum notice of termination and agreed that notice pay amounts to £480.34.
8. In consequence of the above judgments the respondent shall pay to the claimant £4,918.23 compensation.
9. Further, the respondent is ordered to pay to the claimant costs representing the employment tribunal fees paid by him in connection with these proceedings (limited to issue fee £160 and hearing fee £230) upon production of evidence of payment by him.

Employment Judge T.V. Ryan
17.02.17

JUDGMENT SENT TO THE PARTIES ON
22 February 2017

FOR THE SECRETARY OF THE TRIBUNALS