



EMPLOYMENT TRIBUNALS

Claimant: Mr B Sturges

Respondent: Clarkes Solutions Ltd

Heard at: Birmingham

On: 19 October 2020

Before: Employment Judge V. Jones

Representation

Claimant: in person

Respondent: Mr Z Malik, solicitor

JUDGMENT

1. The claimant was not, at the material time, an employee of the respondent within Section 230(1) and (2) Employment Rights Act 2016 (ERA). Accordingly the tribunal has no jurisdiction to hear his claim for damages for breach of contract (notice pay).
2. At all material times the claimant was a worker of the respondent under section 230(3)(b) ERA.
3. At all material times the claimant was an “employee” of the respondent as defined by Section 83(2)(a) Equality Act 2010.

Employment Judge V. Jones

Dated 26 October 2020