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# EMPLOYMENT TRIBUNALS

***Claimant***

***Respondents***

Miss T Zunic

**AND**

Chelsea and Westminster Swimming Club

**Heard at:** London Central

**On:** 15/16 October 2018

**Before:** Employment Judge Russell, (sitting alone)

**Representation**

**For the Claimant:** Miss Ramage-Hayes

**For the Respondent:** Miss Long

## JUDGMENT

1. The Claimant was employed by the Respondent from 1 April 2016 to her effective date of termination and dismissed of 8 December 2017. She was self-employed from 1 March 2008 to 1 November 2014 and was a limb (b) worker under Section 230(3)(b) Employment Rights Act 1996 from 1 November 2014 to 1 April 2016 when she became an employee under Section 230(1) Employment Rights Act 1996.

2. As a result, she has insufficient service to claim unfair dismissal and that complaint is dismissed as the Employment Tribunal has no jurisdiction to hear it.

3. Her remaining claims as identified in and following the Preliminary Hearing of 15 April 2018 are for equal pay, whistleblowing, holiday and sick pay.

4. The Claimant's requested amendment in respect of her equal pay claim is agreed.
  
5. Case management orders are given separately in respect of the Claimant's outstanding claims with a view to a further Preliminary Hearing on 6 December.

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Employment Judge Russell

Dated:. 30 October 2018

Judgment and Reasons sent to the parties on:

30 October 2018

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For the Tribunal Office