



EMPLOYMENT TRIBUNALS

Claimants:

(1) Mr T Sturt
(2) Mr S Lacey

v

Respondent:

Rushmoor Borough Council

PRELIMINARY HEARING

Heard at: Reading

On: 1 March 2019

Before: Employment Judge Chudleigh (sitting alone)

Appearances

For the Claimants: In person

For the Respondent: Mr E Kemp of Counsel

JUDGMENT

1. At all material times between 1 October 2005 and 1 January 2018, the First Claimant was a worker employed by the Respondent within the meaning of Section 230(3) of the Employment Rights Act 1996 (“ERA”).
2. At all material times between 4 September 1981 and 1 January 2018, the Second Claimant was a worker employed by the Respondent within the meaning of section 230(3) of the ERA.
3. Neither Claimant was an employee of the respondent at any material time within the meaning of section 230(1) of the ERA and in the circumstances, the Claimants’ claims of unfair dismissal, a redundancy payment and wrongful dismissal are dismissed.

Employment Judge Chudleigh

Date: 11 March 2019

Sent to the parties on:22.03.19.....

**Case Numbers: 3304800/2018 to 3304801/2018
and
3304819/2018 to 3304820/2018**

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For the Tribunal Office

Note:

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.

Public access to employment tribunal decisions:

All 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.