



# EMPLOYMENT TRIBUNALS

**Claimant:**  
Mrs L Fearn  
Ms W Gaunt  
Mr SS Ayre  
Mrs EA Ayre  
Miss K Ayre  
Mr R Ayre  
Mr A Cord

**Respondent:**  
(1) South Derbyshire District Council  
(2) Novus Property Solutions Ltd  
(3) Hi-Spec Facilities Services Ltd

**Heard at:** Nottingham **On:** 24 & 25 October 2019

**Before:** Employment Judge Victoria Butler

## Representation

**Claimant:** Mr Steven Ayre (lay representative)  
**Respondent:** Mr Howlett, of Counsel

# JUDGMENT

The Judgment of the Employment Judge is as follows:

1. The Claimants were not employees or workers of the First Respondent within the meaning of s.230 Employment Rights Act and Regulation 2 of the Working Time Regulations 1998.
2. The Claimants' claims of unfair dismissal, for redundancy payments and holiday pay are dismissed.

**Case No: 2600989/2019, 2601006/2019, 2601007/2019, 2601008/2019,  
2601009/2019, 2601010/2019, 2601011/2019.**

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Employment Judge Victoria Butler

Date: 05 November 2019

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

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.

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