



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Smith

**Respondent:** Atkinson Ritson Solicitors Limited

**Heard at:** Carlisle

**On:** 19 November 2019

**Before:** Employment Judge Humble

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr Wood, Counsel

# JUDGMENT

The Judgment of the Employment Tribunal is that:

1. The Claimant was not a worker and was not an employee of the Respondent.
2. The claims for accrued holiday pay under the Working Time Regulations 1998 and for unauthorised deductions from wages are dismissed.

Employment Judge Humble

Date: 27<sup>th</sup> November 2019

JUDGMENT SENT TO THE PARTIES ON

6 December 2019

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.

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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.