



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr Joe Fowler

AND

Respondent
Bluesnow Limited
T/A Richard Thomas Conservatories,
Extensions & Windows

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD BY VIDEO (VHS)

ON

8 to 10 November 2021

EMPLOYMENT JUDGE GRAY

Representation

For the Claimant: Mr M Curtis (Counsel)
For the Respondent: Miss C Evans (Counsel)

JUDGMENT

The judgment of the tribunal is that the Claimant is an employee within the meaning of section 230(1) of the Employment Rights Act 1996 and a worker within the meaning of regulation 2(1) of the Working Time Regulations 1998.

With this finding the Claimant is potentially owed holiday pay and the amount of that was still to be determined.

The Claimant was not dismissed so his complaints of Unfair Dismissal and Wrongful Dismissal fail and are dismissed.

The Claimant was not provided with written particulars and is awarded 2 weeks' pay (capped at £538 a week) amounting to £1,076.

Further to the above Judgment in respect of holiday pay, the parties have agreed that the Tribunal award the sum of £18,904.

Employment Judge Gray
Dated: 10 November 2021

Judgment sent to parties: 3 December 2021

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.