



EMPLOYMENT TRIBUNALS

Claimant: Mr Ben Revell
Respondent: Past Pleasures Limited
Heard at: Watford Hearing Centre
On: 4 February 2022
Before: Employment Judge Tobin

Representation

Claimant: In person
Respondent: Ms M Tudor (solicitor)

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by a video hearing through HM Courts & Tribunal Service Cloud Video Platform. A video hearing was held because the Tribunal and the parties agreed that all relevant matters could be determined on this basis.

JUDGMENT

It is the Judgment of the Employment Tribunal that:

1. The claimant was not an employee of the respondent, prior to 1 May 2019, pursuant to s230 of the Employment Rights Act 1996. The claimant therefore lacked the necessary 2-years continuous employment, pursuant to s108 Employment Rights Act 1996, to claim unfair dismissal, for his dismissal on 17 June 2020.
2. The claimant was not wrongfully dismissed, i.e. dismissed in breach of contract.
3. In addition, the claimant was not unfairly dismissed in breach of s94 Employment Rights Act 1996, and the claimant was not owed a redundancy payment under s155 Employment Rights Act 1996.
4. Accordingly, proceedings are now dismissed.

Employment Judge **Tobin**

Date: 4 February 2022

JUDGMENT SENT TO THE PARTIES ON

...24 February 2022.....

.....GDJ.....
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.