



# EMPLOYMENT TRIBUNALS

## Claimant

Mr D B Sherwood

## Respondent

Lazenby IT & Security Consultancy Ltd

**Heard at Reading by CVP**

**On: 11 and 12 May 2023**

**Before:** Employment Judge Manley

## Representation

**For the Claimant:** In person

**For the Respondent:** Ms C Jennings, counsel

## PRELIMINARY HEARING JUDGMENT

- 1 The claimant was not an employee of Flamble Limited at the material time;
- 2 Even if the claimant had been an employee, that employment had not been terminated at the material time;
- 3 The claims for constructive unfair dismissal, redundancy pay and notice pay have no reasonable prospects of success and are struck out;
- 4 The claimant has acted unreasonably in conducting these proceedings and is now ordered to pay towards the respondent's costs the following amounts:

(1)	Solicitor's costs	£5000
(2)	Counsel's fees	£6000
	Total	£11,000
(3)	VAT	£2,200
	Total to be paid	£13,200

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Employment Judge Manley

Dated 12 May 2023

Sent to the parties on:

1 June 2023

GDJ

For the Secretary to the Tribunals

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.