



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Laborde Ayala

**Respondent:** Mr L Sznajder

**Heard at:** Watford

**On:** Friday 20 October 2023

**Before:** Employment Judge Bansal (Sitting alone)

## Representation

Claimant: In person

Respondent: No attendance

# JUDGMENT

1. The Claimant was not an employee or a worker within the meaning of s230(1) & (3)(a) of the Employment Rights Act 1996. At all material times the Claimant was a self-employed contractor.
2. The Claimant's claims for unpaid monies are dismissed due to lack of jurisdiction.

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**Employment Judge Bansal**  
**Date 23 October 2023**

JUDGMENT SENT TO THE PARTIES ON  
13 December 2023

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FOR THE TRIBUNAL OFFICE

## **Note**

Written reasons will not be provided unless 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**

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.