



# EMPLOYMENT TRIBUNALS

**Claimant:** Robert Wright

**Respondent:** (1) Wright Consultancy Services Limited  
(2) The Secretary of State for Business & Trade (“SOS”)

**Heard at:** West Midlands Employment Tribunal

**On:** 19<sup>th</sup> December 2023

**Before:** Employment Judge A Smith

## Representation

Claimant: Represented himself

Respondent: Mr Soni (Lay representative)

# JUDGMENT

The Judgment of the Tribunal is that:

1. The claimant was not an employee of the First Respondent at the relevant time.
2. The claimant does not have status to bring claims for redundancy payment, holiday pay, notice pay and arrears of pay and the claims are therefore dismissed.

Employment Judge A Smith  
19 December 2023

**Notes**

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**

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.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>