



EMPLOYMENT TRIBUNALS

Claimant: Mr D Frysz

Respondent: GMJ Automotive Ltd

Heard at: Bristol **On:** 18 and 19 December 2023

Before: Employment Judge Livesey

Representation

Claimant: In person

Respondent: Mr Katz, litigation consultant

JUDGMENT

1. The Claimant was not an employee of the Respondent, but was a worker.
2. The Claimant's complaints of unlawful deductions from wages and unpaid holiday pay succeed and he is awarded the following sums;
 - a. £950.00 in respect of wages;
 - b. £255.20 in respect of holiday pay.
3. The Claimant did not receive itemised pay statements.
4. The Claimant's complaints of unfair dismissal and breach of contract relating to notice are dismissed.

Employment Judge Livesey
Date 19 December 2023

Judgment sent to the Parties on 09 January 2024

For the Tribunal Office

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

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/>
written record of the decision.