



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Caicedo Zambrano

**Respondent:** (1) Greenbay Supermarket Limited (In Liquidation)  
(2) The Secretary of State for Business & Trade

**Heard:** By CVP On: 29 January 2024

**Before:** Employment Judge Bradford

## Representation

**Claimant:** In Person

**First Respondent:** Not in attendance or represented

**Second Respondent:** Ms S Ware, Lay Representative

# JUDGMENT

1. At the time the First Respondent went into creditors' voluntary liquidation on 15 June 2023, the Claimant was not an employee of the First Respondent in accordance with s230 Employment Rights Act 1996.
2. The Claimant, not being an employee, does not qualify for payments from the National Insurance Fund in accordance with s182 – s186 Employment Rights Act 1996.

Employment Judge Bradford

Date 29 January 2024

JUDGMENT SENT TO THE PARTIES ON

.....30 January 2024.....

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**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/>