



EMPLOYMENT TRIBUNALS

Claimant: Mr E S Owusu
Respondent: Contract Security (UK) Ltd
On: 12 February 2024 and
6 March 2024
Before: Employment Judge Ahmed (sitting alone)
At: Leicester

Representation

Claimant: In person
Respondent: Ms Eleanor Mayhew-Hills, Litigation Consultant, Croner

JUDGMENT AT A PRELIMINARY HEARING

The decision of the Tribunal is that:

1. The Claimant was an “employee” of the Respondent within the meaning of section 230(1) of the Employment Rights Act 1996 and is thus entitled to pursue his complaints of unfair dismissal, breach of contract (wrongful dismissal) and holiday pay;
2. The Claimant has the qualifying period of service under section 108 Employment Rights Act 1996 to bring a complaint of unfair dismissal.

Case management orders for the full merits hearing are issued separately.

Employment Judge Ahmed

Date: 6 March 2024

JUDGMENT SENT TO THE PARTIES ON
28th March 2024

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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/>