



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Frampton

**Respondents:** (1) Secretary of State for Business and Trade  
(2) Avalon Wholesale & Brewing Ltd (in Creditors Voluntary Liquidation c/o Albert Goodman LLP)

**Heard at:** Bristol (by video – VHS)      **On:** 22 February 2024

**Before:** Employment Judge Livesey

## Representation

Claimant: In person  
First Respondent: Ms Whalley  
Second Respondent: Did not attend

# JUDGMENT

The claims for a redundancy payment, unlawful deductions from wages, unpaid holiday and breach of contract relating to notice are all dismissed as the Claimant was neither an employee nor a worker.

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Employment Judge Livesey  
Date 22 February 2024

JUDGMENT SENT TO THE PARTIES ON  
06 March 2024 By Mr J McCormick

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](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/>  
written record of the decision.

