



EMPLOYMENT TRIBUNALS

Claimant: Miss L Bailey

Respondent: Smithridge Healthcare Limited

Heard at: Birmingham (hybrid hearing) **On:** 10/4/24

Before: Employment Judge Beck

Representation

Claimant: In Person

Respondent: Ms Mayhew – Hills (Consultant)

JUDGMENT

The tribunal finds the claimant was neither an employee nor worker of the respondent, her claims of automatic unfair dismissal, unlawful deduction from wages and failure to pay notice pay are dismissed on the grounds of lack of jurisdiction.

Employment Judge Beck

Date 10th April 2024

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/>