



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Ms Ceglarek

**Respondent**  
Zetesmed Ltd T/A  
Butterfly Dental

AND

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON A PUBLIC PRELIMINARY HEARING

**HELD AT** Midlands West                      **ON**                      21 February 2025

**EMPLOYMENT JUDGE** Harding

### Representation

**For the Claimant:** Mr Zaman, Counsel

**For the Respondent:** Mr Crowe, Counsel

### JUDGMENT

1 The claimant was a worker of the respondent, as defined under Section 230(3) of the Employment Rights Act 1996.

2 Written reasons of the oral reasons were requested by the respondent at the end of this hearing, and will be produced in due course.

Case No:6008367.24

Note: written reasons will not be provided unless requested at the Hearing itself or in writing within 14 days of the sending of the written record of the decision, Rule 62(3).

Case Number: 6008367.2024

**Employment Judge Harding**  
Approved on: 24 February 2025

Note: written reasons will not be provided unless requested at the Hearing itself or in writing within 14 days of the sending of the written record of the decision, Rule 62(3).