



EMPLOYMENT TRIBUNALS

Claimant: Mr M Maxwell

Respondent: ISW Assessments Ltd

Heard at: Manchester Employment
Tribunal (by CVP)

On: 24th September 2025

Before: Employment Judge Thompson
(sitting alone)

REPRESENTATION:

Claimant: In person

Respondent: Mr Rahman, legal advisor

JUDGMENT

1. The Claimant was not an employee or worker of the Respondent within section 230 of the Employment Right Act 1996. Accordingly, the Tribunal does not have jurisdiction to hear the complaint of unauthorised deduction from wages.
2. The complaint of unauthorised deduction from wages is dismissed.

Employment Judge Thompson

Date 24th September 2025

ORDER SENT TO THE PARTIES ON
Date: 5 November 2025

FOR THE TRIBUNAL OFFICE

(1) Any person who without reasonable excuse fails to comply with an Order to which section 7(4) of the Employment Tribunals Act 1996 applies shall be liable on summary conviction to a fine of £1,000.00.

(2) Under rule 6, if this Order is not complied with, the Tribunal may take such action as it considers just which may include (a) waiving or varying the requirement; (b) striking out the claim or the response, in whole or in part, in accordance with rule 37; (c) barring or restricting a party's participation in the proceedings; and/or (d) awarding costs in accordance with rules 74-84.

(3) You may apply under rule 29 for this Order to be varied, suspended or set aside.

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/>