



# EMPLOYMENT TRIBUNALS

**Claimant:** R. McCarthy

**Respondent:** Artemis Interior Services Ltd

**Heard at:** London Central Employment Tribunal **On:** 5 November 2025

**Before:** Employment Judge Leonard-Johnston

## Representation

Claimant: In person

Respondent: C. Lauret, consultant

# JUDGMENT

1. The claim for unfair dismissal is dismissed for lack of jurisdiction. The claimant was not an employee for the purposes of section 230 Employment Rights Act 1996 (“ERA”) for the period between 17 January 2022 and 6 March 2023, and therefore does not have two years continuous service under section 108 ERA.

Employment Judge **Leonard-Johnston**

5 November 2025

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Date

JUDGMENT & REASONS SENT TO THE PARTIES ON

21 November 2025

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FOR THE TRIBUNAL OFFICE