



EMPLOYMENT TRIBUNALS

Claimant: Mr Abraham Ebrima Jallow

Respondent: ARC HD Services Limited

Heard at: Southampton (by CVP)

On: 1 April 2026

Before: Employment Judge Lumby

REPRESENTATION:

Claimant: In person

Respondent: Mr L O'Shaughnessy (Counsel)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

Employment status

1. The claimant was not an employee and/or worker of the respondent at the relevant time. The claim is therefore dismissed because the Tribunal does not have jurisdiction to determine it.

Costs

2. The respondent's application for a costs order is refused.

Approved by
Employment Judge Lumby
Date: 1 April 2026

Judgment sent to the parties on
17 April 2026

Jade Lobb
For the Tribunal

Note

Summary reasons for the judgment were given orally at the hearing. Written summary reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision. If written summary reasons are requested, the Tribunal may choose instead to provide full written reasons. A party may request full written reasons if requested within 14 days of the sending of written summary reasons.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) and reasons (other than summary 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.