



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr C Hodgkinson

YHG Limited

Heard at: **Manchester**

On: **17 April 2026**

Before: **Employment Judge Kenward** (sitting alone)

Appearances

For the Claimant: **in person**

For the Respondent: **Mr N Trachillis** (Managing Director)

JUDGMENT ON PRELIMINARY ISSUE

1. At all material times between October 2023 and 16 December 2024, the Claimant was an employee of the Respondent within the meaning of Employment Rights Act 1996 section 230(1).
2. At all material times between October 2023 and 16 December 2024, the Claimant was an employee of the Respondent within the meaning of Equality Act 2010 section 83.
3. At all material times between October 2023 and 16 December 2024, the Claimant was a worker of the Respondent within the meaning of:
 - (a) Employment Rights Act 1996 section 230(3);
 - (b) National Minimum Wage Act 1998 section 54(3); and
 - (c) Working Time Regulations 1998 regulation 2.

Approved by
Employment Judge Kenward

Dated 20 April 2026



Sent to the parties on

12 May 2026

For the Tribunal office

Notes

Summary reasons for the Judgment having been given orally at the hearing, summary 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.

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.

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/>