



EMPLOYMENT TRIBUNALS

Claimant: Ms N Terrett

Respondent: BUPA Occupational Health Limited

Heard at: Watford

On: 01 July 2026

Before: Employment Judge R Russell

Representation

Claimant: In person (assisted by Michael Parker)

Respondent: Mr P Sangha, Counsel

JUDGMENT

1. The Claimant was not an employee of the Respondent at the relevant time. The complaints of unfair dismissal and wrongful dismissal/breach of contract are therefore dismissed because the Tribunal does not have jurisdiction to determine them.
2. The Claimant was a worker of the Respondent at the relevant time. The complaint of unauthorised deductions from wages relating to holiday pay will therefore proceed.

Approved by:

Employment Judge Russell

02 July 2026

JUDGMENT SENT TO THE PARTIES ON

22 July 2026

FOR THE TRIBUNAL OFFICE

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless

requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/