



EMPLOYMENT TRIBUNALS

Claimant: Mr M Blazys

Respondent: Global Data Collection Company Ltd

Heard at: Cambridge (in public)

On: 4 September 2026

Before: Employment Judge Tynan (sitting alone remotely from London Central)

Appearances

For the Claimant: In person

For the Respondent: Ms V Von Wachter, Counsel

JUDGMENT ON PRELIMINARY ISSUE

1. At all relevant times, the Claimant was engaged by the Respondent as a worker and not as an employee.
2. The Claimant's last engagement as a worker by the Respondent was on 27 November 2023.

Approved by:

Employment Judge Tynan

Date: 7 September 2026

Sent to the parties on:

12 October 2026

For the Tribunal:

S. Kowalska

Public access to employment tribunal decisions

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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

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 is likely to be payable in most but not all circumstances. 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/>