



EMPLOYMENT TRIBUNALS

Claimant: Mr M Smith

Respondent: (1) Lorien Resourcing Limited
(2) Allvotec Limited

Heard at: Cardiff, by video **On:** 5 October 2022

Before: Employment Judge R Harfield

Representation:

Claimant: Mr Smith represented himself

Respondent: R1 – Ms A Smith (Counsel)
R2 – Ms Ferrario (Counsel)

JUDGMENT

1. The claimant was not an employee or a worker of the second respondent. All claims against the second respondent are dismissed.
2. The claimant was not an employee of the first respondent. The complaint against the first respondent of unfair dismissal is dismissed.
3. The claimant was a worker of the first respondent when on assignment. The complaints against the first respondent that the claimant can bring as a worker (unauthorised deductions from wages, breach of regulation 13 of the Working Time Regulations, holiday pay) will proceed to a final hearing against the first respondent alone.

Employment Judge R Harfield

Dated: 5 October 2022

JUDGMENT SENT TO THE PARTIES ON 6 October 2022

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.