



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms L Vickerage

**Respondent:** T15 International Limited

**Heard at:** Nottingham **On:** 29 September 2022

**Before:** Employment Judge Ayre, sitting alone

## Representation

Claimant: In person

Respondent: Mr A Dodge, company secretary

# JUDGMENT

1. The claimant was not an employee of the respondent within the meaning of section 230 of the Employment Rights Act 1996 and was not employed by the respondent within the meaning of section 83 of the Equality Act 2010.
2. The claimant was not a worker of the respondent within the meaning of section 230 of the Employment Rights Act 1996.
3. The claim for age discrimination is out of time.
4. The claim for failure to provide itemised pay slips is out of time.
5. The claim for unlawful deduction from wages was presented in time but the Tribunal does not have jurisdiction to hear it because the claimant was not an employee or a worker of the respondent.
6. The claims therefore fail because the Tribunal does not have jurisdiction to hear them.
7. The respondent's application for a preparation time order is refused.

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Employment Judge **Ayre**

Date 29 September 2022

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, 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.

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