



## EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**

Mr F Oben

and

**Respondent**

National Networked Investigations  
(Dean Wright)  
(response not entered)

**Hearing held at Reading on:**

13 November 2017

**Appearances:**

**For the Claimant:**

Did not attend and not represented

**For the Respondent:**

Did not attend and not represented

**Employment Judge:**

Mr SG Vowles

## JUDGMENT

### Employee / Worker Status – section 230 Employment Rights Act 1996

1. There was no contract of employment or other contract under which the Claimant was an employee or a worker within the meaning of section 230 of the Act.
2. He does not have the right to bring complaints of unauthorized deductions from wages or breach of contract before an Employment Tribunal. The claims are dismissed.

## REASONS

### Attendance

1. Neither party attended or was represented at the hearing.
2. Neither party was contactable on the telephone numbers provided.
3. The Tribunal decided to proceed with the hearing in the absence of the parties under rule 47.

### Claimant

4. On 26 June 2017 the Claimant presented complaints of unauthorised deduction from wages and / or breach of contract to the Tribunal.

5. He claimed that he had entered into a contract with the Respondent on or about 26 October 2016 for a position as a self-employed investigator. He was required to complete a training course with a separate specified on-line training organization for a fee of £287.50. He was told that he would then be offered a 12 month contract with payment of between £25-40 per hour.
6. He paid the fee and completed the training course but was not thereafter given a certificate nor offered any work despite making enquiries with the Respondent.

**Respondent**

7. The Respondent did not present a response to the claim.

**Findings**

8. It is clear from the Claimant's ET1 claim form and the attached documentation that there was no contract of employment or other contract under which the Claimant was an employee or a worker within the meaning of section 230 of the Act.
9. He was never employed by, nor ever did any work for, the Respondent or any other organization.
10. He does not have the right to bring complaints of unauthorized deductions from wages or breach of contract before an Employment Tribunal.

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Employment Judge Vowles

Date: 6 December 2017

Sent to the parties on:

...6 December 2017.....

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For the Tribunals Office