



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Pemberton

**Respondents:** 1. Alder Hey Children's NHS Foundation Trust  
2. Hays Specialist Recruitment Limited  
3. Sterling Solutions Umbrella Limited

**HELD AT:** Liverpool **ON:** 6 and 7 December 2017

**BEFORE:** Employment Judge Wardle  
Mrs C Try  
Mrs J C Ormshaw

## REPRESENTATION:

**Claimant:** In person  
**Respondent 1:** Mr E Williams – Solicitor  
**Respondent 2:** Mr N Siddall – Counsel  
**Respondent 3:** Mr A Fryer - Solicitor

# JUDGMENT

The unanimous judgment of the Tribunal is that the claimant's claims that (1) his rights as an agency worker under Regulation 5 of the Agency Workers Regulations 2010 entitling him to the same basic working and employment conditions as a directly recruited employee have been infringed and that (2) he suffered unauthorised deductions from his wages and that (3) he was not paid holiday pay to which he was entitled are not well-founded and fail.

Employment Judge Wardle

Date 18 December 2017

JUDGMENT SENT TO THE PARTIES ON  
19 December 2017

FOR THE TRIBUNAL OFFICE

## Note

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.