



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms B Patel (nee Mistry)

**Respondents:** Eros International Ltd (In Administration) (R1)  
Eros Network Ltd (R2)  
Eros Media World Plc (R3)

**Heard at:** Watford (By CVP)  
**Before:** EJ Bansal (Sitting alone)

**On:** 4 October 2023

## Representation

**Claimant:** In Person

**Respondents:** Mr Zameer Nazarali (Representative -for R2 & R3)

## JUDGMENT ON PRELIMINARY ISSUE

1. The Claimant was neither an “employee” or a “worker” of the Second or Third Respondent for the purposes of the Employment Rights Act 1996 in the period 8 December 1997 to 30 April 2022.
2. The claims against the Second and Third Respondents are dismissed.

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**Employment Judge Bansal**  
**Date 5 October 2023**

JUDGMENT SENT TO THE PARTIES ON  
15 November 2023

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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.

### Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.