

REFERENCE

Ford & Warren have acted on behalf of Hudson Contract Services Limited (and its clients) since 2004 in relation to the employment status of operatives, resulting in successfully defending Employment Tribunal claims for holiday pay in cases such as *Sheldon & others v Hudson Contract Services & others* (ET 2801174/2004), *Edwardson & Brannan v Carlton Exclusive Limited* (ET 2515465/2007 & others) and *Gavins & Cameron v Rowland Homes & others* (ET 2402748/2008). In dismissing claims for holiday pay under the Working Time Regulations 1998, the Employment Tribunal found that Claimant operatives "*were not workers of either [Hudson or their client]*". In addition, the employment status of operatives has been tested in the Employment Appeals Tribunal where Hudson successfully defended an appeal by Mr Sheldon & others (UKEAT/0325/05/RN) against the Tribunal's decision referred to above.

As a result of Hudson's robust procedures in helping to ensure that operatives' self-employed status stand up to scrutiny, we have also been able to negotiate withdrawal of claims without the need to attend Tribunal.

Hudson seek to uphold the status of self-employed operatives in the Construction Industry with professionalism and integrity; we are pleased to continue our working relationship with them.