



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Todd

**Respondent:** Hi-Spec Facilities Services PLC

**HELD AT:** Liverpool

**ON:** 2 and 3 March 2017

**BEFORE:** Employment Judge Robinson  
Ms H D Price  
Mr P Gates

## REPRESENTATION:

**Claimant:** Mr G Pollitt, Counsel

**Respondent:** Mr C Sterling, Consultant

# JUDGMENT

The judgment of the Tribunal is that:

1. The claims for constructive unfair dismissal, breach of regulation 4(9) of the TUPE Regulations succeed.
2. The claims in relation to sections 15, 20 and 21 of the Equality Act 2010 fail.
3. No other order or direction need be made.
4. Once the judgment on liability had been announced the parties agreed a sum of £17,500 as compensation for Mr Todd in full and final settlement of his claim together with reimbursement of the Tribunal fees of £1,200.
5. The recoupment provisions do not apply.

09-03-17  
Employment Judge Robinson

JUDGMENT SENT TO THE PARTIES ON  
16 March 2017

FOR THE TRIBUNAL OFFICE

## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2402547/2016

Name of case: Mr M Todd v Hi-Spec Facilities Services Plc

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 16 March 2017

"the calculation day" is: 17 March 2017

"the stipulated rate of interest" is: 8%

MR S ARTINGSTALL  
For the Employment Tribunal Office