



# EMPLOYMENT TRIBUNALS

**Claimant:**

Mr C Ali

v

**Respondent:**

ABK Security Services Limited

**Heard at:**

Reading

**On:** 5 May 2017

**Before:**

Employment Judge Chudleigh

**Appearances**

**For the Claimant:**

In person

**For the Respondent:**

Mr A Ben-Kmael (Managing Director)

## JUDGMENT

1. It was not reasonably practicable for the complaint to have been presented by the claimant before the end of the period of three months beginning with the effective date of termination and the claim was brought within a reasonable period thereafter and accordingly was presented in time within the meaning of section 111(2) Employment Rights Act 1996 ("the ERA").
2. The claimant's employment transferred to the respondent on 1 March 2016 pursuant to the provisions of the Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE").
3. The claimant was automatically unfairly dismissed by the respondent within the meaning of regulation 7 of TUPE.
4. The respondent is ordered to pay the claimant unfair dismissal compensation in the sum of £9,449.69 comprising a compensatory award of £5,174.69 and a basic award of £4,275.00.
5. The respondent is ordered to pay the claimant the sum of £1,200 in respect of the Tribunal Fees the claimant was required to pay.
6. The recoupment provisions do not apply.

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Employment Judge Chudleigh

Date: ...10 May 2017.....

Judgment and Reasons

Sent to the parties on: .....

.....  
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.