



# EMPLOYMENT TRIBUNALS

**First Claimant:** Mrs E Freeman  
**Second Claimant:** Mr A Freeman  
**First Respondent:** Mr I Gahan T/A Hambledon Estate Agents  
**Second Respondent:** Hamlet South West Limited

**Heard at:** Bristol Employment Tribunal  
**On:** 23 and 24 January 2020

**Before:** Employment Judge J Bax

## Representation

**First Claimant:** Mrs Freeman (in person)  
**Second Claimant:** Mr Freeman (in person)  
**Respondents:** Mr J Allsop (Counsel)

# JUDGMENT

1. The First Claimant's claim, that the First Respondent failed to comply with its duty to provide information about a relevant transfer of an undertaking pursuant to regulations 13 and 15 of the Transfer of Undertakings (Protection of Employment) Regulations 2006, is well founded. The claim that there had been a failure to consult under the Regulations was not well founded.
2. The Second Claimant's claim, that the First Respondent failed to comply with its duty to provide information about a relevant transfer of an undertaking pursuant to regulations 13 and 15 of the Transfer of Undertakings (Protection of Employment) Regulations 2006, is well founded. The claim that there had been a failure to consult under the Regulations was not well founded.
3. The First Claimant shall be paid appropriate compensation of 9 weeks pay (£3,946.14) for which the First and Second Respondents are jointly and severally liable.
4. The Second Claimant shall be paid appropriate compensation of 9 weeks pay (£3,904.56) for which the First and Second Respondents are jointly and severally liable.

**Case No: 1402261/2018, 1402262/2018, 1402979/2018, 1402981/2018**

Employment Judge J Bax

Date: 24 January 2020

Judgment sent to parties: 28 January 2020

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.