



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr B Duran

**Respondent:** Smart GL Ltd

**Heard at:** Reading **On:** 2 March 2020

**Before:** Employment Judge Milner-Moore

**Representation**

**Claimant:** In person

**Respondent:** Mr A Kara

## JUDGMENT BY CONSENT

1. Following an agreement reached between the parties and by consent the respondent is ordered to pay to the claimant the sum of £750 of which:
  - a. £375 will be paid within 7 calendar days of the date of this judgment;
  - b. £375 will be paid within 30 calendar days of the of the date of this judgment.

## REASONS

1. Mr Karais is a director of Smart GL Ltd. He attended to represent United Car Parts Ltd (the original respondent in these proceedings) and produced a letter authorising him to do so. He confirmed that an agreement had been reached for the settlement of these proceedings between Smart GL Ltd and the claimant.
2. He provided the following explanation of the history relating to the claimant's employment, which the claimant endorsed. The claimant was an employee of Autoparts Basingstoke Ltd. Autoparts Basingstoke Ltd operated as a franchise of United Car Parts Ltd. Smart GL Ltd purchased Autoparts Basingstoke Ltd in 2016 but the business continued to operate as a separate entity. In 2019, Smart GL dissolved Autoparts Basingstoke Ltd and took over its clients and assets. Mr Kara considers that any liability in relation to the claimant passed to Smart GL Ltd at that time under TUPE.

For that reason, both parties are in agreement that the terms of the agreement that they have reached should be recorded in a judgment to be made by consent against Smart GL Ltd. The judgment recorded above sets out the agreement reached by the parties as they had explained it to me. The claimant specifically confirmed that he was content with the sum agreed.

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**Employment Judge Milner-Moore**

Date: **3 March 2020**

JUDGMENT SENT TO THE PARTIES ON

.....13.03.2020.....

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FOR THE TRIBUNAL OFFICE

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