



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

v

Avalon Cleaning Systems Limited

Cadogan King Limited

**Heard at:** Watford by CVP

**On:** 29 April 2021

**Before:** Employment Judge de Silva QC

**Members:** Ms Laurence-Doig  
Mr Allen

## Appearances

**For the Claimant:** Mr Munro (Solicitor)

**For the Respondent:** Mr Isherwood (Legal Consultant)

## COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was video. A face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing.

## JUDGMENT

The unanimous Judgment of the Tribunal is that:

1. There was a failure to notify employee liability information by the Respondent and the Claimant's claim under regulation 11 of the Transfer of Undertakings (Protection of Employment) Regulations 2006 ("**TUPE**") is accordingly well-founded.
2. The Respondent is to pay the sum of £500 to the Claimant in respect of this failure pursuant to regulation 12(3)&(5) of TUPE.

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Employment Judge de Silva QC

Date: 18 May 21

Sent to the parties on: 17 June 21

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.