



EMPLOYMENT TRIBUNALS

Claimant: Ms R Dunn

Respondent: (1) Smart Money Online
(2) Elife Media Limited

Heard at: Reading **On: 17 February 2021**

Before: Employment Judge Gumbiti-Zimuto

Appearances

For the Claimant: In person

For the Respondent: No response entered, not attending and not represented

JUDGMENT

The time limit for presenting a response having expired on **29 August 2020** and no response having been presented.

Upon granting the claimant permission to amend the claim to include a complaint pursuant to regulation 15 of the Transfer of Undertakings Regulations 2006 that the respondents failed to consult with the claimant as required by regulation 13 of the Transfer of Undertakings Regulations 2006.

Employment Judge Gumbiti-Zimuto has decided on the available material that a determination can properly be made, and judgment given as follows:

1. It is declared that the claimant's complaint that the respondent failed to comply with the requirement of regulation 13 of the Transfer of Undertakings Regulations 2006 and that the claimant is an affected employee is well founded.
2. The Tribunal orders that the first respondent Smart Money Online is to pay compensation to the claimant for failing to the consult pursuant to regulation 15 in respect of 45 days amounting to **£3,846.60** (45 days at the rate of £85.48 per day). The second respondent Elife Media Limited is jointly and severally liable for the award.
3. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross/net sum of **£4294.35**.

4. The claimant as unfairly dismissed and the respondent is ordered to pay compensation for unfair dismissal in the sum of **£350.00**.

Employment Judge Gumbiti-Zimuto

Date: 17 February 2021

Sent to the parties on:

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For the Tribunals Office

Public access to employment tribunal decisions:

All judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.