



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs A Rodin

**Respondent:** Dhillons Management Services Limited (1)  
DMS1 Limited (2)

**Heard at:** London South Croydon by CVP

**On:** 16 August 2021

**Before:** Employment Judge Sage

**Members:** Mr P Adkins  
Ms D Sanderson

## Representation

Claimant: In person  
For the First Respondent: No attendance  
For the Second Respondent: Ms R Sandhu Director

# JUDGMENT

1. There was a relevant transfer from the First Respondent to the Second respondent.
2. The Claimant was automatically unfairly dismissed pursuant to Regulation 7 of the Transfer of Undertakings (Protection of Employment) Regulations 2006 "TUPE".
3. The Claimant failed to inform and consult with the Claimant contrary to Regulation 13 of TUPE. The Claimant is awarded the sum of **£6240**
4. The Claimant was unfairly dismissed contrary to section 99 of the Employment Rights 1996. The Claimant is award a basic award of **£480.76**.
5. The Claimant is awarded a compensatory award for unfair dismissal of **£16,970.32**.
6. The Claimant was discriminated against contrary to Section 18 of the Equality Act 2010. The Claimant is awarded the sum of **£12,500** for injury to feelings.
7. The Claimant was due statutory maternity pay on the termination of her employment. The Respondent is to pay to the Claimant the sum of **£3524.50** of statutory maternity pay due and owing.

8. The Claimant was owed holiday pay accrued but untaken at the date of termination. The Respondent is to pay to the Claimant holiday pay of **£1475.60**
9. The liability for the sums due and owing transfer from the First Respondent to the Second Respondent pursuant to Regulation 4 of TUPE.

This is not subject to recoupment

Employment Judge **Sage**

Date: 16 August 2021

Notes

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.

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