

Case Number: 3320850/19  
3320851/19  
3320854/19  
3320867/19  
3320869/19  
Multiple: 5018



## EMPLOYMENT TRIBUNALS

**Claimants:** (1) Ms A Francis  
(2) Ms R Gatenby  
(3) Ms M Griffin  
(4) Ms E Peacock  
(5) Ms N Perchard nee Rimondi

**Respondents:** (1) Three Nations Ltd – in Creditors Voluntary  
Liquidation  
(2) Mr D Moss  
(3) Three Nations Dispense Ltd  
(4) Mr J Moss

**Heard at:** Cardiff by CVP                      On: 3, 4, 5, 8, 9,10 & 11  
November 2021

**Before:** Employment Judge C Sharp  
Mr A Fryer  
Ms C Doyle

**Representation:**  
Claimants: Mr M Eckley (Lay Representative)  
Respondents: Mr J Walters (Counsel)

## JUDGMENT

The judgment of the Tribunal is that:

1. The second, third and fifth claimants' claims for ordinary unfair dismissal are well founded in relation to the Third Respondent only;
2. The fourth claimant's claim for ordinary unfair dismissal is not well founded due to lack of service and lack of jurisdiction;

**Case Number: 3320850/19**  
**3320851/19**  
**3320854/19**  
**3320867/19**  
**3320869/19**  
**Multiple: 5018**

3. The claims of automatic unfair dismissal due to a Transfer of Undertaking (Regulation 7 of the Transfer of Undertakings Protection of Employment Regulations 2006) brought by the second, third and fifth claimants are not well founded and are dismissed;
4. The claim of automatic unfair dismissal due to a Transfer of an Undertaking brought by the fourth claimant is not well founded due to lack of service and lack of jurisdiction for the Tribunal;
5. The claims of direct sex discrimination brought by all claimants are not well founded and are dismissed;
6. The claim of pregnancy and/or maternity discrimination brought by the first claimant is not well founded and is dismissed;
7. The claims of detriment due to being a part time worker (Regulation 5 Part Time Workers Prevention of Less Favourable Treatment Regulations 2000) brought by the fourth and fifth claimants are not well founded and are dismissed;
8. The claim of breach of contract brought by the fifth claimant is not well founded and is dismissed;
9. By consent, the remedy to which the second, third and fifth claimant are entitled was not determined by the Tribunal.

Employment Judge C Sharp  
Dated: 11 November 2021

JUDGMENT SENT TO THE PARTIES ON 12 November 2021

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

**NOTE:**

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.