



EMPLOYMENT TRIBUNALS

Claimant: Mr J Williams and 10 others (see attached schedule)

Respondent: Mectec Engineering Ltd (In Administration) (1)
Mectec Engineering (NW) Ltd (2)

Heard at: Wales (via CVP) **On:** 20 November 2023

Before: Employment Judge Leith
Mr P Collier
Mr B Roberts

Representation

Claimant: Mr Pollitt (Counsel)
First Respondent: No appearance or representation
Second respondent: Mrs Singh (Litigation Consultant)

JUDGMENT

1. The first respondent failed to comply with the requirements of regulations 13 and 14 of the Transfer of Undertakings (Protection of Employment) Regulations 2006.
2. The first respondent is ordered to pay compensation of thirteen weeks' pay to each of the claimants.
3. The second respondent is jointly and severally liable for that award by virtue of regulation 15(9) of the Transfer of Undertakings (Protection of Employment) Regulations 2006.

Employment Judge Leith

Date: 20 November 2023

JUDGMENT SENT TO THE PARTIES ON 21 November 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

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.

Public access to employment tribunal decisions

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>

Schedule of Claims

Case number	Claimant
1601032/2022	Mr John Williams
1601034/2022	Mr Paul Bartley
1601035/2022	Mr John Brooking
1601036/2022	Mr Peter Hughes
1601037/2022	Mr Colin Parry
1601038/2022	Mr Robert Stockton
1601039/2022	Mr Steven Williams
1601040/2022	Mr Phillip Mullen
1601041/2022	Mr Mark Ross
1601042/2022	Mr Adam Roberts
1601043/2022	Mr Danny Waters