



EMPLOYMENT TRIBUNALS

Claimant: Ms J Smith

Respondent: Deborah Meredith

Heard at: Manchester (by video hearing)

On: 29 November 2023

Before: Employment Judge Buzzard (sitting alone)

REPRESENTATION:

Claimant: In Person

Respondent: No Appearance

JUDGMENT

This hearing proceeded in the absence of the respondent under Rule 47 of the Employment Tribunal Rules of Procedure 2013.

There was no message or contact from the respondent. The tribunal made multiple attempts to contact the respondent by email and phone without response. The hearing was delayed by 1 hour to allow attempts to contact the respondent to continue, without success.

The findings of the Tribunal are:

1. The claimant is found to have been an employee of the respondent.
2. The claimant's employment is found to have transferred to the respondent on or around 5 October 2021, by operation of Transfer of Undertakings (Protection of Employment) Regulations 2006, preserving any continuity of employment that the claimant had at that date with her previous employer.

3. The claimant's claim in relation to a loan made by her to the partner of the respondent is struck out on the basis that it is not a claim that falls within the jurisdiction of the Employment Tribunal to consider.

Employment Judge Buzzard

29 November 2023

JUDGMENT SENT TO THE PARTIES ON

1 December 2023

FOR THE TRIBUNAL OFFICE

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/>