



THE EMPLOYMENT TRIBUNALS

Claimants: Mrs Lalite
Mrs White
Miss Holmes
Miss Culmer

First Respondent: Pebble Hand and Foot Sanctuary Ltd (in voluntary liquidation)
Second Respondent: The Secretary of State for Business and Trade
Third Respondent: G&T Hitchin Limited

Heard at: Watford Employment Tribunal by video hearing

On: 25 April 2024

Before: Employment Judge Robinson

Representation

Claimants: In person
Respondents: Did not attend

JUDGMENT

The judgment of the Tribunal is that:

1. There was a TUPE transfer which had the effect of transferring the Claimants from the First Respondent to the Third Respondent.
2. The Claimants were made redundant by the First Respondent without receiving redundancy pay or notice pay, both of which they are entitled to.
3. The First Respondent was not insolvent at the time of the TUPE transfer so a claim cannot be made from the National Insurance Fund.
4. The liability for the redundancy pay and notice pay has transferred from the First Respondent to the Third Respondent.
5. The Third Respondent must pay the following sums to the Claimants:
 - a. £3,876.11 to Mrs White as a redundancy payment
 - b. £2,214.94 to Mrs White as notice pay
 - c. £4,821.25 to Mrs Lalite as a redundancy payment
 - d. £1,671.37 to Mrs Lalite as notice pay

- e. £3,262.50 to Miss Holmes as a redundancy payment
- f. £1,885 to Miss Holmes as notice pay
- g. £2,414.06 to Miss Culmer as a redundancy payment
- h. £996.28 to Miss Culmer as notice pay

Employment Judge Robinson

Date 25 April 2024

JUDGMENT SENT TO THE PARTIES ON

23 May 2024

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.