



EMPLOYMENT TRIBUNALS

Claimants: Mr C Warren
Mr R Smart
Mrs S Parr
Mr D McGhee
Mrs T Rayner
Mr C Bensted
Mr P Ginn on behalf of Miss D Dews (deceased)

Respondent 1: Broadland Guarding Services Ltd

Respondent 2: Mil-Ken Travel Ltd

Heard at: Bury St Edmunds (in public, via video)

On: 20 and 21 October 2025

Before: Employment Judge Graham

Representation

Claimants: Mr C Warren, Mr R Smart, Mrs S Parr, Mr P Ginn
Respondent 1: Mr A Ross, Counsel
Respondent 2: Mr G Williams, Litigation Representative

JUDGMENT ON A PRELIMINARY ISSUE

1. It is the decision of the Employment Tribunal that there was a relevant transfer (service provision change) under Regulation 3(1)(b)(ii) of the Transfer of Undertakings Protection of Employment Regulations 2006.
2. The date of the relevant transfer was 1 August 2023.
3. All the Claimants were assigned to the transferring activity.

Approved by:

Employment Judge Graham

21 October 2025

JUDGMENT SENT TO THE PARTIES
ON

.....19/11/2025

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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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/

Case Number

Claimant Name

3313469/2023

Mr Charles Warren

3313478/2023

Mr Richard Smart

3314345/2023

Mrs SHARON PARR

3314357/2023

Mr David McGhee

3314381/2023

Mrs Thelma Rayner

3314587/2023

Miss Deborah Dews (Deceased)

3314911/2023

Mr CHRISTOPHER BENSTEAD