



EMPLOYMENT TRIBUNALS

First Claimant: Mrs J Marsh **First Respondent:** Mr Francis Neil Thomas,
Second Claimant: Mrs D Howells Ms Susan Thomas & Ms Patricia Thomas t/a
Third Claimant: Ms C Morris Helping Hand Homecare.
Fourth Claimant: Ms S Ford **Second Respondent:** GRS (Care) Ltd.
(formerly Boote)

Before: **Employment Judge N W Beard**
Members: Mrs Humphries
Mr Fryer

Heard At **Swansea Magistrates Court**
On 19 & 20 February 2019

JUDGMENT

1. The tribunal declare that the claimants' complaints that the first respondent failed to comply with the requirement to elect representatives and inform and consult employees pursuant to the Transfer of Undertakings Protection of Employment Regulations 2006 is well founded;
2. That the second respondent is jointly and severally liable for that failure.
3. We make an award in respect that failure and order the respondents to pay the claimants a sum equaling 11 weeks' wages.
4. The claimants' claims under other jurisdictions remain to adjudicated upon.

Employment Judge Beard
Dated: 21 February 2019

JUDGMENT SENT TO THE PARTIES ON

.....23 February 2019.....
FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS