



EMPLOYMENT TRIBUNALS

Claimants: Mrs E Secknus and all the other claimants whose names and case numbers are listed in the Annexe to this Judgment

Respondents: (1) Meta VS Limited
(2) Meta Vision Systems Limited (a company in liquidation and respondent only to some claims)
(3) The Secretary of State for Business, Energy and Industrial Strategy

It was ordered by the Tribunal that the claims of the Claimants whose names and case numbers appear in the Annexe to this Judgment should be heard together.

By an order made on 19 December 2018 (wrongly dated 19 December 2019) and sent to the parties on 10 January 2019 the First Respondent, Meta VS Ltd, was ordered as follows:

1. To notify the Claimants and the Third Respondent on or before 25 January 2019 whether it disputed that there was a relevant transfer of the business within the meaning of TUPE from Meta Vision Systems Ltd [the Second Respondent] to Meta VS Limited in or about early August 2017; and
2. In the event that it disputed that there was a relevant transfer, to provide to the same parties the further particulars set out in detail in the order, on or before 30 January 2019.
3. It was further ordered that if such information was not provided to the Claimants, the Third Respondent and the Tribunal on or before 30 January 2019, a judgment on liability in the Claimants' favour would be entered against Meta VS Limited in the case of each Claimant.

By a letter dated 25 January 2019, Meta VS Ltd informed the Tribunal that it did not believe that there was a relevant transfer of the business within the meaning of TUPE from Meta Vision Systems Limited to Meta VS Ltd.

Meta VS Ltd then failed to comply with the order for the provision of further particulars and judgment on liability is now entered.

JUDGMENT – LIABILITY

- (1) The Claimants' claims for unfair dismissal, payment in lieu of annual leave, unlawful deductions, breach of contract and a failure to consult pursuant to regulation 13 of the Transfer of Undertakings (Protection of Employment) Regulations 2006 are upheld against the First Respondent, Meta VS Ltd.
- (2) The hearing listed before the Employment Tribunals Watford on 2, 3 and 4 September 2019 will now proceed as a hearing of issues relevant to remedy only.

Employment Judge McNeill QC

13/03/2019

Sent to the parties on:

13/03/2019

For the Tribunal:

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Annexe

Mrs E. Secknus	Claim No. 3329312/2017
Mr S. Kelly	Claim No. 3329313/2017
Mrs E. O'Sullivan	Claim No. 3329314/2017
Mr T. Kane	Claim No. 3329315/2017
Mr J. Moore	Claim No. 3329316/2017
Mr J. Anwar	Claim No. 3329317/2017
Mr C. Leyson	Claim No. 3329331/2017
Mr R. Andrews	Claim No. 3329493/2017
Mr M. Bailey	Claim No. 3352954/2017
Miss J. Harwood	Claim No. 3302919/2018
Miss K. Hudson	Claim No. 3302946/2018
Ms E. Hookway	Claim No. 3302949/2018
Mr N. Pearce	Claim No. 3303611/2018
Mr T. Bedford	Claim No. 3303670/2018
Mr D. Molloy	Claim No. 3330650/2018