



EMPLOYMENT TRIBUNALS

BETWEEN
AND

Claimant
Mr E Rogers

Respondent
(1) Rapid Environmental
Pest Control Solutions
Limited (In Creditors
Voluntary Liquidation)
(2) Rapid Environmental
(UK) Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON A PRELIMINARY HEARING

HELD AT Birmingham ON 16 December 2020

EMPLOYMENT JUDGE GASKELL

Representation

For the Claimant: In Person
For the Respondent: Mrs S Furber (Director)

JUDGMENT

The Judgment of the tribunal is that: -

- 1 From 1 October 2017 until 19 August 2019 (at the latest) the claimant was an employee of the first respondent as defined by Section 230(1) of the Employment Rights Act 1996.
- 2 From 19 August 2019 (at the latest) until 27 November 2019, following a relevant transfer as defined in the Transfer of Undertakings (Protection of Employment) Regulations 2006, the claimant was an employee of the second respondent as defined by Section 230(1) of the Employment Rights Act 1996.
- 3 At all times material to this claim, by reason of suffering from Bipolar Disorder, the claimant was a disabled person as defined in the Equality Act 2010.

Employment Judge Gaskell
16 December 2020

Note

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.

