



5

EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4110165/2021 (V)

Held on 18 and 19 November 2021 (By Cloud Video Platform)

10

Employment Judge: B Campbell

15

Mr P Coulter

**Claimant
In Person**

20

Zambo Bar Limited

**First Respondent
Not Present and
Not represented**

25

Manorview Hotels Limited

**Second Respondent
Represented by:
Ms J Barnett –
Holly Blue Employment Law**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

30

1. The claimant's contract of employment did not transfer from the First Respondent to the Second Respondent under the Transfer of Undertakings (Protection of Employment) Regulations 2006;

2. All claims against the Second Respondent are dismissed;

35

3. The claimant was unfairly dismissed by the First Respondent on grounds of redundancy on 22 February 2021;

4. The claimant is entitled to a statutory redundancy payment from the first respondent of **£3,100.95**.
5. The claimant is entitled to damages of £1,717.35 less a payment of £1,255.69 received from the first respondent, therefore **£461.66**, in respect of the First Respondent's failure to pay him for his entitlement to five weeks' notice of termination of employment;
6. The claimant is granted a compensatory award from the First Respondent in relation to his unfair dismissal of **£686.94**; and
7. The claimant is entitled to **£1,717.35** from the First Respondent for accrued but unpaid holidays on termination of his employment.

15 **Employment Judge: B Campbell**
Date of Judgment: 25 November 2021
Entered in register: 30 November 2021
and copied to parties

20