



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Pallagi

**Respondents:** (1) FL Meat Realisations Limited  
(2) Farmison & Co Limited

**Heard at:** Leeds

**On:** 19-21 August 2024

**Before:** Employment Judge Maidment

**Members:** Mr D Eales  
Mr P Kent

## Representation

**Claimant:** Ms L Carr, Solicitor

**First Respondent:** Did not attend and no appearance entered

**Second Respondent:** Ms C Widdett, Counsel

# JUDGMENT

1. The claimant was unfairly dismissed by the second respondent, the principal reason for his dismissal being a relevant transfer pursuant to the Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE").
2. As compensation for unfair dismissal, the second respondent is ordered to pay to the claimant a basic award of £9,645 and a compensatory award capped at the sum of £105,707.
3. The Recoupment Regulations apply to this award and
  - 3.1. the total monetary award is £115,352,
  - 3.2. the amount of the prescribed element is £105,707,
  - 3.3. the dates of the prescribed period is from 6 April 2023 to 21 August 2024,  
and
  - 3.4. the excess of the total award over the prescribed element is £9,645.
4. The first respondent failed to comply with its obligations to inform and consult pursuant to Regulations 13 and 14 of TUPE. On the basis on them being jointly and severally liable for any award, the respondents are ordered to pay to the

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claimant the sum of £30,000 (13 weeks' pay) as compensation for such failure.

Employment Judge Maidment

Date 23 August 2024

JUDGMENT SENT TO THE PARTIES ON

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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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>