



# EMPLOYMENT TRIBUNALS

**Claimant:** J Williams

**Respondents:** 1. Next2Nowt Limited (in creditors' voluntary liquidation)  
2. Steals Limited

**HELD AT:** Manchester

**ON:** 2 – 4 April 2024

**BEFORE:** Employment Judge Batten  
B Rowen  
N Williams

**REPRESENTATION:**

For the claimant: in person  
For the first respondent: no appearance  
For the second respondent: D Dorward, general manager

## JUDGMENT

**The unanimous judgment of the Tribunal is that:**

1. The complaint of unfair dismissal is well-founded. The claimant was automatically unfairly dismissed by reason of the transfer of the first respondent's undertaking to the second respondent and the claimant is awarded compensation in the sum of **£500.00**. The Recoupment Regulations do not apply;
2. The respondents failed to inform or consult with the claimant about the proposed transfer pursuant to the Transfer of Undertakings (Protection of Employment) Regulations 2006, regulation 12, and are ordered to pay to the claimant the sum of **£2,964.00** for such default;
3. The claimant suffered unlawful discrimination and detriment because of pregnancy/maternity. The respondents are ordered to pay to the claimant the sum of **£6,867.69** as compensation for injury to her feelings, comprising

£6,000.00 together with interest of £867.69 on that sum, calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996.

4. All other claims brought by the claimant are hereby dismissed.

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Employment Judge Batten  
4 April 2024

JUDGMENT SENT TO THE PARTIES ON:

19 April 2024

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/>



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case numbers: **2406461/2022 & 2407958/2022**

Name of cases: **Mrs J Williams v 1. Next2Nowt Limited (in  
creditors' voluntary liquidation)  
2. Steals Limited**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day, the calculation day, and the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 19 April 2024

**the calculation day** in this case is: 20 April 2024

**the stipulated rate of interest** is: **8% per annum**.

For the Employment Tribunal Office