



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Maddin  
**Respondents:** (1) Ms H Odedra  
(2) Diabhi UK Ltd  
**Heard at:** East London Hearing Centre  
**On:** 4 October 2021  
**Before:** Employment Judge Burgher

## Appearances

**For the Claimant:** In person  
**For the Respondent:** (1) Mr K Modhvadia (son)  
(2) Ms M Odedra (Director)

*This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was V by Cloud Video Hearing. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.*

## JUDGMENT

- 1 The name of the Second Respondent is amended to Diabhi UK Ltd.
- 2 The Claimant is entitled to 4 weeks notice outstanding totalling £1313.52.
- 3 The Claimant is entitled to a redundancy payment of £2462.85 (£328.38 x 7.5).
- 4 The Claimant's claim for accrued holiday pay fails and is dismissed.
- 5 There was a transfer of undertakings from the First Respondent to the Second Respondent on 29 February 2020. A specific term of the commercial agreement between them was to dismiss all employees. Therefore, pursuant to

**rule 3 and 4 of the TUPE regulations 2006, the Second Respondent is liable to pay the Claimant the total sum of £3776.37 in respect of his successful claims.**

**Employment Judge Burgher  
Date: 4 October 2021**