

Permanently ill employee did not transfer under TUPE

An employee who had been unable to work due to illness for 6 years and would not be returning to work was not assigned to the group transferring under TUPE.

HR's heavy influence in disciplinary investigation made dismissal unfair

An employee was unfairly dismissed in circumstances where heavy influence from the Human Resources department had led to the investigating officer changing his recommendation from a final warning to immediate dismissal.

Victimising an employee for being associated with allegations of discrimination by others is unlawful

A victimisation claim can succeed where a person is treated less favourably because someone else has made an allegation of

discrimination and in the employer's mind the two people are associated.