

RM



THE EMPLOYMENT TRIBUNALS

Claimants: Mr S Humphrey & 5 Others

Respondents: (1) Designer Ideas Ltd t/a Warren Evans (In Administration)
(2) Secretary of State for Business, Innovation and Skills

Heard at: East London Hearing Centre

On: 20 December 2018

Before: Regional Employment Judge Taylor

Representation

Claimants: In person - Mr Humphrey, Mr Khan, Mr Morris, Mr Forbes

Did not attend: Mr Szymanski (Apologies for absence received) and Mr Kubas

1st Respondent: Did not attend (Administrators Duff and Phelps)

2nd Respondent: Not represented (SoS - Written submissions received)

JUDGMENT

Having heard the claimants and having considered the grounds or resistance and

Upon the first Respondent's administrators consenting to this claim proceeding by email dated 5 June 2018 and

Upon the first Respondent failing to enter a Response

It is the judgment of the tribunal that:

1. The First Respondent has failed to comply with the requirement of Section 188 of the Trade Union and Labour Relations (Consolidation) 1992. The claim for a protective award succeeds dismissed.

**Case Numbers: 3200518/18, 3200601/18,
3200865/18, 3201012/18
3200579/18, 3200601/18**

2. The Tribunal makes a protective award in respect of all those claimant employees dismissed by the first Respondent as redundant on or after 6 February 2018 that the respondent pay remuneration for the protected period which begins on 6 February 2018 and is for a period of 90 days.

Regional Employment Judge

3 January 2019