



EMPLOYMENT TRIBUNALS

BETWEEN

Claimants

AND

Respondent

Mrs L Smith & Others

**Secretary of State for Business, Energy
and Industrial Strategy (1)
People 1st Limited
(in Creditors Voluntary Liquidation) (2)**

HELD AT: Birmingham

ON: 10 May 2019

Appearances

For the Claimants: Mrs L J Smith and Mr P Grazier (2 claimants, in person)

For the First Respondent: Did not attend

For the Second Respondent: Did not attend

JUDGMENT

The judgment of the Tribunal is as follows:

1. In this judgment “the claimants” means all those individuals whose names appear on the schedule attached to this judgment.
2. The claimants’ claims were presented in time. The Tribunal has jurisdiction to hear their claims.
3. The complaints that the second respondent failed to comply with the requirements of section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 are well founded.
4. I make a protective award in respect of all the claimants in respect of such failures by the second respondent, being one upon the claim of each claimant.
5. The description of employees to which the protective award made on the claim of claimant relates is that same claimant (and no one else).

6. In respect of each and all of the protective awards the protected period is 90 days and begins on 23 April 2018.

Employment Judge Flood
Dated: **21 May 2019**

THE SCHEDULE

Mrs L Smith

Ms AV Gadsden

Mrs J Mcdonald

Mrs MF Barker

Ms CA Mawdesley

Mr SM Khan

Ms L Price

Mr DV Dumitrachi

Mr P Grazier

Ms L Greenwood

Ms LV Plock

Mr LA Palmer

Ms A Duffy

Mrs AM Brandon

Mrs Y Plock

Mr N Chikhlia

Mr RA Peters

Mrs K Bhatowa

Ms LL Wisdom

Mrs AC Cox

Mr M Kent

Ms J Hazelgrove

Mrs S Roberts

Ms SC Stilgoe

Ms R Bhatt

Mr SM Davoudian

Ms R Hashi

Mr RA Smith