



EMPLOYMENT TRIBUNALS

Claimants:

Miss Y Elgen and 29
others

and

Respondent:

Angloinfo Limited
(In Liquidation)

Remedy Hearing held at: Reading

On: 23 September 2019

Before:

Employment Judge Vowles

Appearances

For the Claimants:

Ms Y Elgen, Lead Claimant

For the Respondent:

Did not attend and not represented

REMEDY JUDGMENT

Protective Award - section 189 Trade Union and Labour Relations (Consolidation) Act 1992.

1. A judgment was issued on 10 June 2019 declaring the complaints for protective awards to be successful. This was a remedy hearing to determine the amount of such awards.
2. The Tribunal heard evidence on oath and read documents provided by the Claimants.
3. There was a complete failure by the Respondent to comply with the duty to consult under section 188 Trade Union and Labour Relations (Consolidation) Act 1992.
4. Having regard to the seriousness of the Respondent's default in complying with the requirements of section 188 it is just and equitable to make a protective award of 90 days. The protected period begins on 24 July 2018 which is the date of the dismissals to which the complaints relate. The Respondent is ordered to pay remuneration to the Claimants for the protected period.
5. A schedule is attached to this judgment setting out the individual awards.

The Employment Protection (Recoupment of Benefits) Regulations 1996

6. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply to the awards of those Claimants who have claimed State Benefits during the protected period. The dates of the period to which the

prescribed element is attributable are 24 July 2018 to 29 October 2018. The prescribed element is the individual award. The monetary award is the individual award. There is no excess of the monetary award over the prescribed element.

7. A copy of this judgment has been sent to the Secretary of State for Business, Energy and Industrial Strategy.

Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

8. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

Public Access to Employment Tribunal Decisions

9. All judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant and Respondent.

Employment Judge Vowles

Date: ...25 September 2019

Sent to the parties on:

.....22 October 2019.....

.....
For the Tribunal Office

SCHEDULE OF AWARDS

CASE NUMBER	NAME	WEEK'S RATE OF PAY (WROP)	PROTECTIVE AWARD x 90 days (WROP x 12.857 weeks)	STATE BENEFITS CLAIMED
3331772/2018	Miss Y Elgen	576.92	7,417.46	Yes
3331773/2018	Mrs R Facer	538.46	6,922.98	Yes
3331774/2018	Mrs E Peedle	423.08	5,439.54	Yes
3331775/2018	Mrs J Gregory	477.02	6,133.05	Yes
3331777/2018	Miss S Etchells	692.30	8,900.90	Yes
3331778/2018	Miss HF Gough	576.92	7,417.46	Yes
3331779/2018	Mrs S Moyler	1,153.85	14,835.05	Yes
3331780/2018	Miss A Scibor-Gurkovska	480.77	6,181.26	Yes
3331781/2018	Mr M Hassan	605.77	7,788.38	No
3331782/2018	Mrs L Mallalieu	596.15	7,664.70	Yes
3331783/2018	Mr L Williams	461.54	5,934.02	No
3331784/2018	Mr WE Miller	1,923.08	24,725.04	No
3331785/2018	Mr G Cairns	423.08	5,439.54	Yes
3331786/2018	Mr D William Morris	1,634.62	21,016.31	No
3331787/2018	Miss A Smith	384.62	4,945.06	Yes
3331788/2018	Miss B Tedeschi	423.08	5,439.54	No
3331789/2018	Mr CT Barth	480.77	6,181.26	Yes
3331790/2018	Mrs G Murillo	461.54	5,934.02	No
3331791/2018	Miss GL Higgs	384.62	4,945.06	Yes
3331792/2018	Mr J Guerroudj	384.62	4,945.06	No
3331793/2018	Ms J Stovold	865.38	11,126.19	Yes
3331794/2018	Mr L Bint	403.85	5,192.30	Yes
3331795/2018	Mrs M Huelgas Plaza	384.62	4,945.06	No
3331796/2018	Miss M Castro	480.77	6,181.26	No
3331797/2018	Mr M Taylor	326.92	4,203.21	No
3331798/2018	Mr PM Hulbert	1,115.38	14,340.44	No
3331799/2018	Mrs SM Farmer	480.77	6,181.26	No
3331800/2018	Mr M Bridges	2,269.23	29,175.49	Yes
3331801/2018	Mr J Dasilva	673.08	8,653.79	Yes
3331802/2018	Miss N Merkel	673.08	8,653.79	Yes