



# EMPLOYMENT TRIBUNALS

## Claimant

Mr N Zawiasa

## Respondent

v

(1) Multi York Furniture Limited  
(In administration);  
(2) The Secretary of State for  
Business, Energy and Industrial  
Strategy

**Heard at:** Norwich

**On:** 16 September 2019

**Before:** Employment Judge Postle

## Appearances

**For the Claimant:** In Person

**For the First Respondent:** Did not attend, was not represented

**For the Second Respondent:** Did not attend, was not represented

## JUDGMENT

1. The Tribunal grants a declaration that the Claimant's complaint that the Respondent failed to comply with the requirement of Section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
2. The Tribunal finds that there should be a protected award paid to the effected employees at all affected sites of the Respondent who were dismissed as redundant in November 2018, December 2018 and January 2019.
3. The award shall be in respect of the protected period which begins with the date of the Claimant's dismissal for a period of 90 days.
4. The Claimants are to be paid remuneration for a period of 90 days pursuant to Section 190(2) of the Trade Union and Labour Relations (Consolidation) Act 1992, the Claimant is awarded 90 days pay.

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Employment Judge Postle

Date: 16 October 2019

Sent to the parties on: 16 October 2019

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For the Tribunal Office

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.