



# EMPLOYMENT TRIBUNALS

**Claimants:**

- Mr L McHale
- Mr J Voakes
- Mr M Bilham
- Mr T Chamberlin
- Mr M Guy
- Mr T Rogers
- Mr W Chamberlin
- Mr E Bailey
- Mr C Woodhouse
- Mr G Taylor
- Mr L Coleman
- Mr S Simpson

**Respondent:** Paragon Creative Ltd (In Administration)

**Heard at:** Leeds    **On:** 16<sup>th</sup> December 2019

**Before:** Employment Judge Eeley (sitting alone)

## **Representation**

**Claimants:** Mr L McHale, Mr M Bilham, Mr T Chamberlin, Mr W Chamberlin, Mr C Woodhouse. The remaining claimants did not attend.

**Respondent:** No attendance

# JUDGMENT

1. The judgment of the Tribunal is that the claimants' complaint under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 of a failure by the respondent to comply with the requirements of section 188 of the 1992 Act is well founded. The Tribunal orders the Respondent by way of a protective award under section 189(3) of the 1992 Act to pay all the claimants listed on appendix 1, who were dismissed for redundancy on 2<sup>nd</sup> July 2019, remuneration for the period of 90 days beginning on 2<sup>nd</sup> July 2019. The Recoupment Regulations apply.
2. The respondent shall pay Mr Christopher Woodhouse the sum of £479.73 representing the difference between the capped notice pay reimbursed by

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the National Insurance Fund and his actual, uncapped notice pay.

3. Any further claims for holiday pay, notice pay or arrears of pay contained within the claimants' ET1s are dismissed for lack of particularity or evidence in support.

Employment Judge Eeley

Date 16<sup>th</sup> December 2019

**Notes**

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.

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**APPENDIX 1**

Mr Timothy Chamberlin  
Mr William Chamberlin  
Mr Matthew Bilham  
Mr Christopher Woodhouse  
Mr Lewis McHale  
Mr Martyn Guy  
Mr James Voakes  
Mr Lee Coleman  
Mr Edward Bailey  
Mr Graham Taylor  
Mr Tom Rogers  
Mr Sam Simpson