



**Case Numbers:  
3316067/2019 and others**

## **EMPLOYMENT TRIBUNALS**

### **BETWEEN**

Claimant

Mr S McBride and Others Ensco 1035 Ltd and

Respondent

(in Creditors Voluntary  
Liquidation)

Held at Norwich on 3 January 2020

Representation

Claimant:

Respondent:

No appearance or  
representation

Employment Judge Kurrein

## **JUDGMENT**

1 The Respondent is ordered to pay each of the Claimants, as set out in the Schedule annexed to this Judgment, a Protective Award equal to 90 days pay from 1 April 2019.

## **REASONS**

- 1 The Claimants were all employed by the Respondent, which traded as the St Giles House Hotel, until, on 1 April 2019, Mr McBride was told to inform all employees then at work that they should cease work and go home. He and they did so.
- 2 No employees had been paid for the previous month's work, and their dismissal for redundancy on 1 April 2019 came without warning or consultation.
- 3 The Claimants have applied for a Protective Award pursuant to Ss.188, 188A and 189 Trade Union and Labour Relations (Consolidation) Act 1992.
- 4 The Respondent has not entered an appearance or appeared to contest the issue of remedy.

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- 5 I bear in mind that such awards are intended to be punitive, and a maximum award is the starting point.
- 6 In the absence of any objection by the Respondent I make a maximum award of 90 days pay from 1 April 2019 in favour of each Claimant.

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Employment Judge Kurrein

3 January 2020

Sent to the parties and  
entered in the Register on : :

.....30 January 2020  
For the Tribunal

