



# EMPLOYMENT TRIBUNALS

**Claimant:** Unite the union on behalf of 10 others, Mr D Osman, Ms M E Felices Romo, Ms Pamela Saunders, Ms Angela Marke, Miss Etta Ngobeh and Miss Kajol Kochar

**Respondent:** Advising Communities (in creditors' voluntary liquidation)

**Heard at:** London South via CVP **On: 10 August 2020**

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

## Appearances

For the claimant: Mr Tomison, Counsel for Unite and others

For the respondent: no appearance

## JUDGMENT

- (1) The complaint of Unite the Union for a declaration that the respondent failed to comply with S.188 TULRA 1992 is well founded.
- (2) The respondent is also ordered to pay, pursuant to S. 189 (4) TULRA 1992 remuneration for the period of 90 days from 1 May 2019 to all employees who were made redundant on that date. For the avoidance of doubt, the Tribunal finds all employees were made redundant on this date.
- (3) As a result of the primary (collective) claim brought by Unite the Union succeeding, all individual claims seeking a protective award are dismissed (which also includes those named claimants 2 to 11 in claim number 2303578-19).

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

**Public access to Employment Tribunal decisions**

**Case Number: 2303578/2019, 2302217/2019, 2302960/2019, 2302602/2019,  
2302873/2019, 2303976/2019 & 2303097 /2019**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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**Employment Judge Khalil**

**10 August 2020**