



EMPLOYMENT TRIBUNALS

- Claimant** **Mr J Frazer and others**
- Respondents** **1. Pure Contract Furniture Limited
(In Voluntary Liquidation)**
- 2. The Secretary of State for Business, Energy and
Industrial Strategy**

CONSENT JUDGMENT

Employment Tribunals Rules of Procedure 2013

UPON reading the joint application submitted by the Claimants and First Respondent

AND UPON the parties having agreed to the terms of the Judgment set out below by consent

The Judgment of the Employment Tribunal made under Rule 64 of Schedule 1 of the Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013 is that:

1. Permission for the claims presented by the Claimants named in the attached Schedule to this Judgment to proceed against the First Respondent, and the lifting of the moratorium in relation to those claims, is granted by the insolvency practitioners of the First Respondent.
2. **Protective Award**
 - 2.1 In relation to the Claimants named in the attached Schedule to this Judgment the First Respondent failed to adequately comply with a requirement of section 188 of the Trade Union & Labour Relations (Consolidation) Act 1992 and the claim for a protective award brought under section 189 of the Trade Union & Labour Relations (Consolidation) Act 1992 succeeds.
 - 2.2 The First Respondent is ordered to pay remuneration to the Claimants named in the attached schedule for a protected period of 56 days beginning on 14/02/2020 (being the date on which the first of the dismissals to which the complaint relates took effect).

3. Preferential debts

- 3.1 Subject to the normal categories of preferential debts set out in Schedule 6 of the Insolvency Act 1986, any payments made by the First Respondent (rather than the Secretary of State) pursuant to this Judgment will be paid as an unsecured dividend.

4. Costs

5. There shall be no order as to costs and each party shall bear their own costs in these proceedings.

The Second Respondent

6. No judgment is made against the Second Respondent.

Employment Judge Holmes

Dated: 16 November 2020

JUDGMENT SENT TO THE PARTIES ON

23 November 2020

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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(s) and respondent(s) in a case.

**Case No.2406109/2020
and those in the Schedule hereto**

SCHEDULE

2406109	2020	Frazer J Mr
2406110	2020	Frazer J Mr
2406111	2020	Richardson T Mr
2406112	2020	Ball F Mr
2406113	2020	Pepper K Mr
2406114	2020	Soanes S Mr
2406115	2020	Warrilow J Mr
2406116	2020	Buckley M Mr
2406117	2020	Warrilow J Mr
2406118	2020	Heath S Mr
2406119	2020	Woolridge G Mr
2406120	2020	Eland B Mr
2406121	2020	Edwards M Mr
2406122	2020	O'Byrne M Mr
2406123	2020	Finney D Mr
2406124	2020	West P Mr
2406125	2020	Wood C Mr
2406126	2020	Collis R Mr
2406127	2020	Chell M Mr
2406128	2020	Eklin J Mr
2406129	2020	Rogers M Mr
2406130	2020	Heesom J Mr
2406131	2020	Cracium A Ms
2406132	2020	Brammer-Warham T Mr
2406133	2020	Mills J Mr
2406134	2020	Miron A Ms
2406135	2020	Birks A Mr
2406136	2020	Birks D Ms
2406137	2020	Popa G Ms