



EMPLOYMENT TRIBUNALS

Claimants:

- (1) Mr G Bartle
- (2) Mr D Tate
- (3) Mr M Abbott
- (4) Mr G Toro-Bayona

Respondent: The Book People Limited (in administration)

JUDGMENT BY CONSENT

The Judgment of the Tribunal is as follows:

- (1) The Claimants were employed by the Respondent.
- (2) On 16 December 2019, Toby Scott Underwood, Central Square, 29 Wellington Street, Leeds, West Yorkshire, LS1 4DL, and Zelf Hussain, 7 More London Riverside, London, SE1 2RT were appointed Joint Administrators of the Respondent.
- (3) On 10 January 2020, the Claimants were dismissed by the Respondent for reason of redundancy.
- (4) The Respondent did not fully inform and consult with the Claimants in accordance with the provisions of s.188 and s.188A of The Trade Union and Labour Relations (Consolidation) Act 1992 ("the Act").
- (5) The Claimants have raised a complaint pursuant to section 189 of the Act seeking a protective award in respect of that failure.
- (6) The Tribunal makes a protective award in favour of the employees and orders the Respondent to pay remuneration for a protective period of 56 days beginning on 10 January 2020.
- (7) Any amounts of the protected award referred to in paragraph 6 above that are not paid by the Redundancy Payments Service ("RPS") (in accordance with its own regulations and limits) will rank as ordinary unsecured claims against the Administration. The Administrators of the Respondent will not make any payments to the Claimants directly, but will provide all necessary details to the RPS to facilitate payment of the protective award referred to in paragraph 6 above.

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(8) There is no order requiring any party to pay or reimburse another party's costs of fees. Each party shall bear their own costs and fees.

Acting Regional Employment
Judge S Davies

Date 12 February 2021

JUDGMENT SENT TO THE PARTIES ON

.....14 February 2021.....

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FOR THE TRIBUNAL OFFICE