



EMPLOYMENT TRIBUNALS

Claimant: Mr. P. Hughes

Respondent: T.M. Lewin (Shirtmakers) Ltd

Before: Employment Judge T. Vincent Ryan

Date: 19th February 2021

JUDGMENT

The judgment of the Tribunal is that the claimant's claim (that he is entitled to a Protective Award against the respondent) is dismissed.

REASONS

1. The claimant was employed at the respondent's site at Retail Store - Clothing, St David's Centre, Unit 21-22, Cardiff CF10 1EG ("the store").
2. The claimant was one of 7 (seven) employees dismissed by reason of redundancy on or about 30th June 2020 (and that was the claimant's effective date of dismissal).
3. Entitlement to a Protective Award as claimed, that is in circumstances where there is said to have been no consultation prior to dismissal, arises where an employer proposes to dismiss as redundant 20 (twenty) or more employees at one establishment within a period of 90 (ninety) days or less.
4. In this case the "establishment" is the store.
5. The claimant has confirmed that 7 (seven) employees were dismissed as redundant at the material time at the store and that he is only claiming a Protective Award.

6. The claimant is not entitled to a Protective Award. His claim is dismissed.

Employment Judge T.V. Ryan

Date: 19 February 2021

JUDGMENT SENT TO THE PARTIES ON 22 February 2021

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FOR THE TRIBUNAL OFFICE