



EMPLOYMENT TRIBUNALS

Claimants: Mr. S Bowness & Others (see attached schedule)

Respondent: Chemence Graphics UK Ltd (In Administration)

JUDGMENT

Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013 – Rule 21

1. The Respondent failed to comply with the requirements of Section 188 Trade Union & Labour Relations (Consolidation) Act 1992 and therefore the Tribunal makes a declaration that there was a breach of the provisions of that section.
2. The Tribunal accordingly makes a protective award in respect of all Claimants who are named on the schedule annexed to this Judgment.
3. The protected period is a period of 90 days commencing on 23rd October 2019.
4. The Employment Protection (Recoupment of Benefits) Regulations 1996 may apply to this award.

Employment Judge Heap

Date: 24th March 2021

JUDGMENT SENT TO THE PARTIES ON

.....
AND ENTERED IN THE REGISTER

.....
FOR THE TRIBUNAL OFFICE

Multiple Schedule

Case Number	Case Name
2600053/2020	Mr Daniel Williams -v- Chemence Graphics UK Ltd
2600054/2020	Miss Bethney Watson -v- Chemence Graphics UK Ltd
2600098/2020	Mr Andrew Mawer -v- Chemence Graphics UK Ltd
2600115/2020	Mr Ronald Brocklesby -v- Chemence Graphics Uk Limited
2600138/2020	Mr Archie Paul -v- Chemence Graphics UK Ltd
2600139/2020	Miss Jade Raynor -v- Chemence Graphics UK Ltd
2600144/2020	David Adams -v- Chemence Graphics UK Ltd
2600145/2020	Julian Beckett -v- Chemence Graphics UK Ltd
2600149/2020	Jade Brooks -v- Chemence Graphics UK Ltd
2600150/2020	Elizabeth Bruce -v- Chemence Graphics UK Ltd
2600151/2020	Robert Clark -v- Chemence Graphics UK Ltd
2600152/2020	Mark Collingwood -v- Chemence Graphics UK Ltd
2600153/2020	Ryan Collingwood -v- Chemence Graphics UK Ltd
2600154/2020	James Etches -v- Chemence Graphics UK Ltd
2600155/2020	Andrew Grayson -v- Chemence Graphics UK Ltd
2600156/2020	Nathan Hanstock -v- Chemence Graphics UK Ltd
2600158/2020	Gary Hobson -v- Chemence Graphics UK Ltd
2600159/2020	Thomas Johnson -v- Chemence Graphics UK Ltd
2600160/2020	David Lammiman -v- Chemence Graphics UK Ltd
2600163/2020	Jay McPherson -v- Chemence Graphics UK Ltd
2600164/2020	Mr Shaun Mettam -v- Chemence Graphics UK Ltd
2600167/2020	Kevin Roberts -v- Chemence Graphics UK Ltd
2600168/2020	Lee Scott -v- Chemence Graphics UK Ltd
2600169/2020	Alexander Simpson -v- Chemence Graphics UK Ltd
2600172/2020	Paul Smith -v- Chemence Graphics UK Ltd
2600173/2020	Heather Storr -v- Chemence Graphics UK Ltd
2600174/2020	Christopher Sumner-Wilson -v- Chemence Graphics UK Ltd
2600175/2020	Paul Taylor -v- Chemence Graphics UK Ltd
2600178/2020	Alan Utley -v- Chemence Graphics UK Ltd
2600180/2020	Craig Wadner -v- Chemence Graphics UK Ltd
2600181/2020	Thomas Wann -v- Chemence Graphics UK Ltd
2600183/2020	Gary Wells -v- Chemence Graphics UK Ltd
2600184/2020	Ms Libby Wiggs -v- Chemence Graphics UK Ltd
2600247/2020	Mr Daniel Veall -v- Chemence Graphics Uk Ltd
2600715/2020	Mr Mark Vaus -v- Chemence Graphics Uk Limited
2603739/2019	Mr Steven Bowness -v- Chemence Graphics UK Ltd