



EMPLOYMENT TRIBUNALS

Claimants:

1. Mr L Armstrong and 102 others (see attached schedule)
2. Mr D Woolf
3. Mr D Murray
4. Mrs S Lucas

Respondent: Sash UK Ltd (In Administration)

JUDGMENT

Rule 21 of the Employment Tribunals Rules of Procedure

The Joint Administrators of the respondent having indicated in their email to the representative of the claimants dated 10 February 2021 that they consent to the claims proceeding on the basis that that is not an admission that the contracts of employment have been adopted by them, that they have no personal liability and that any award will rank as an unsecured claim against the respondent:

And the Joint Administrators of the respondent having indicated in their email to the representative of the claimants dated 10 February 2021 that they do not intend to contest the claims for a protective award;

And having considered the content of the claim forms and correspondence from the representative of the claimants dated 18 February 2021:

1. The stay of the proceedings is lifted.
2. The claim of Mr D Paul, case number 2414054/2020, is dismissed upon withdrawal.
3. The claim of Mrs S Lucas under case number 2414232/2020 is dismissed upon withdrawn as it is a duplicate of her claim 2414043/2020 which is addressed below.
4. The respondent failed to comply with the requirements of section 188 and 188A of the Trade Union and Labour Relations (Consolidation) Act 1992.
5. It is declared that the claims of the first claimant, all other claimants named in the schedule save for Mr D Paul, and the second, third claimants and fourth claimants for protective awards are well-founded.
6. A protective award is made in respect of the above-named claimants who were

**Case Numbers: 2413995/2020 – 2414097/2020 (see schedule)
2413988/2020, 2414115/2020 and 2414232/2020**

employed by the respondent at their premises at Ferrymoor Way, Grimethorpe, South Yorkshire S72 7BN and who were dismissed as redundant on 12 June 2020.

7. The protected period begins on 12 June 2020 and is for a period of 90 days, it being just and equitable to make the maximum award because of the complete failure to comply with the statutory requirements for collective consultation.
8. The recoupment provisions apply.

Employment Judge D N Jones

Date 25 February 2021

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