



EMPLOYMENT TRIBUNALS

Claimant: Mrs. M Gratton & Others (see attached schedule)

Respondents: National Holidays Ltd (In Administration) (R1)
Secretary of State for Business, Energy & Industrial
Strategy (R2)

Heard at: Nottingham On: 30th April 2021

Before: Employment Judge Heap (sitting alone)

JUDGMENT BY CONSENT

UPON reading the joint application submitted by the Claimants and First Respondent on behalf of the parties and the Second Respondent having consented to that application.

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 administrators of the First Respondent.

2. Protective Award

- 2.1 The Claimants marked in the Schedule attached were employed by the First Respondent.
- 2.2 Beginning on the 22nd May 2020, the Claimants set out in the Schedules attached were dismissed by the First Respondent by reason of redundancy.
- 2.3 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.
- 2.4 The First Respondent is Ordered to pay remuneration to the Claimants named in the attached Schedules for a protected period of 60 days beginning on 22nd May 2020 (being the date on which the first of the dismissals to which the complaint relates took effect).
- 2.5 All further proceedings of the Claimants in this action be stayed and all claims against any named Respondent other than the First Respondent are dismissed on withdrawal.
- 2.6 The Recoupment Regulations apply to this award.

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.

Case No: 2603536/2020 & Others on attached schedule

4. Costs

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

Employment Judge Heap

Date 6th May 2021

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Schedule of Claimants

2603558/2020 Mrs Nicole Levesley

Case No: 2603536/2020 & Others on attached schedule

2603559/2020	Miss	Hollie	Ball
2603536/2020	Mrs	Michelle	Gratton
2603537/2020	Mr	Richard	Shepherd
2603538/2020	Mr	Peter	Gaywood
2603539/2020	Mr	Alexander	Thomson
2603540/2020	Miss	Dawn	Millree
2603541/2020	Mr	Daniel	Robinson
2603542/2020	Mr	Liam	Johnson
2603543/2020	Mr	Lee	Martin
2603544/2020	Mrs	Ameena	Thackray
2603545/2020	Mrs	Amy	Robinson
2603546/2020	Mr	David	Duthie
2603547/2020	Mrs	Juliet	Coubrough
2603548/2020	Mr	Terry	Mullen
2603549/2020	Miss	Kayleigh	Squires
2603550/2020	Mr	Ben	Harding
2603551/2020	Mr	Peter	Docherty
2603552/2020	Mrs	Susan	Shaw
2603553/2020	Mrs	Sally	Chapman
2603554/2020	Mr	Lee	Dower
2603555/2020	Mrs	Kristine	Clare
2603556/2020	Mr	Martin	Cotter
2414270/2020	Mr	Michael	Tate
2414271/2020	Mr	Craig	Wilson
2414272/2020	Mr	Gary	Thacker
2414273/2020	Mr	Keith	Zephar
2414274/2020	Miss	Jasna	Clarke
2414275/2020	Mrs	Beverley	Simpson
2414276/2020	Mr	Jack	Robertshaw
2414277/2020	Mr	John	Bowden
2414278/2020	Mr	Robert	Bloxsome
2414280/2020	Mr	Raymond	Brennan
2414281/2020	Mrs	Ruth	Hackleton
2414282/2020	Mr	Christopher	Allen
2414283/2020	Mrs	Rachel	Saunders
2414284/2020	Mrs	Louisa	Murray
2414285/2020	Mrs	Alison	Williamson
2414286/2020	Ms	Susan	Owen
2414287/2020	Mr	Andrew	Timms
2414288/2020	Mr	Christopher	McKerlie
2414289/2020	Mr	Michael	Albert
2414290/2020	Mrs	Alison	Albert
2414291/2020	Miss	Rosie	Lloyd
2414292/2020	Mr	Stephen	Freeman
2414293/2020	Mrs	Linda	Clement
2414294/2020	Miss	Samantha	Joyce
2414295/2020	Mrs	Lisa	Duffy
2414296/2020	Mr	Liam	Fox
2414297/2020	Mr	Alan	Haley
2414298/2020	Mrs	Emma	Lock
2414299/2020	Miss	Carol	Murphy
2414300/2020	Mr	Andrew	Fishwick
2414301/2020	Mr	Keith	Hornby

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2414303/2020	Mr	Geoffrey	Raine
2414304/2020	Mr	David	Weeks
2414305/2020	Mr	Alan	Richardson
2414306/2020	Mr	Anthony	O'Hara
2414307/2020	Mr	Ronald	Reid
2414308/2020	Mr	Seth	Newbury
2414309/2020	Mr	Jamie	Hamson
2414310/2020	Miss	Jessica	Woodroffe
2414311/2020	Mr	Stephen	Wilson
2414312/2020	Mr	Michael	Stairmand
2414313/2020	Mr	Michael	Corker
2414314/2020	Mr	Lee	Johnson
2414315/2020	Mr	Gary	Burns
2414316/2020	Mr	Matthew	Bellfield
2414317/2020	Mr	Ian	Tallentire
2414318/2020	Mr	Paul	Gregory
2414319/2020	Mr	Mark	Abblett
2414320/2020	Mr	Nathanael	Headley
2414321/2020	Mrs	Julia	Varley
2414322/2020	Mrs	Gillian	Brackenbury
2414323/2020	Miss	Louise	Whitt
2414324/2020	Mr	Bradley	Jones
2414325/2020	Mr	David	Sanderson
2414326/2020	Mrs	Karen	Reed-Tinkler
2414327/2020	Miss	Charlotte	Hinde
2414328/2020	Mr	Michael	Weatherill
2414329/2020	Mr	Richard	Matthews
2414330/2020	Mr	Kirk	Jones
2414331/2020	Mr	Paul	Wood
2414332/2020	Mr	Ian	Fairgrieve
2414333/2020	Mr	Jason	Mutch
2414334/2020	Mr	David	Jackson
2414335/2020	Mrs	Kaye	Cooper
2414336/2020	Mr	Adam	Barker
2414337/2020	Mr	Nicholas	Evans
2414338/2020	Mrs	Joy	Coupland
2414339/2020	Miss	Elisha	Brown
2414340/2020	Miss	Lauren	Benn
2414341/2020	Miss	Stephanie	Kelly-McKee
2414342/2020	Mr	David	Braben
2414343/2020	Mrs	Nicola	Wright
2414344/2020	Mr	Philip	Read
2414345/2020	Mr	David	Rhodes
2414346/2020	Miss	Vanessa Louise	Brown
2414347/2020	Mr	Colin	Atkinson
2414348/2020	Mr	Andrew	Cook
2414349/2020	Mr	Andrew	Mohamed
2414350/2020	Mr	Steven	Ball
2414351/2020	Miss	Sharon	Bradbury
2414352/2020	Mr	Ian	Stewart
2414353/2020	Mrs	Julie	Leeman
2414354/2020	Mr	Peter	McArdle
2414355/2020	Miss	Tracy	Astley

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2414356/2020	Miss	Laura	Wade
2414357/2020	Mr	Terrence	Simcox
2414358/2020	Mr	Tony	Ashworth
2414359/2020	Miss	Bethany	Wade
2414360/2020	Mr	Daniel	Walls
2414361/2020	Mr	George Edwin	Jessop
2414362/2020	Mrs	Julie	Wilson
2414363/2020	Mr	Adam	Albert
2414364/2020	Mrs	Lyndsey	Parker
2414365/2020	Mr	Adam	Wilson
2414366/2020	Mrs	Stephanie	Jubb
2414367/2020	Mr	Robert	Stansfield
2414368/2020	Mrs	Lindsay	Dixon
2414369/2020	Miss	Bethany	Nutchey
2414370/2020	Mr	Wilfrid	Crawford
2414371/2020	Mr	Michael	Middleton
2414372/2020	Miss	Janet	Jenkinson
2414373/2020	Mr	Luis	Lyon Couchinho Himlin
2414374/2020	Ms	Janet	Logan
2414376/2020	Ms	Valerie	Wild
2414377/2020	Mr	Martin	Lock
2414378/2020	Mr	Philip	Reid
2414379/2020	Mrs	Kerry	Abblett
2414380/2020	Mr	Ian	Thomas
2414381/2020	Miss	Sydney	Poole
2414382/2020	Miss	Katie	Halsall
2414383/2020	Mr	Anthony James	O'Hara
2414384/2020	Mr	John	Bunn
2414385/2020	Mr	Michael	Askew
2414199/2020	Mrs	Kimberley	Bennett
2414210/2020	Miss	Chloe	Keegan Browett
2414221/2020	Mr	Ashley	Taylor
2414480/2020	Mr	Simon	Nelson