



EMPLOYMENT TRIBUNALS

Claimants: Mr J Keightley

Respondent: Façade & Glazing Solutions UK Limited (in voluntary liquidation)

Heard at: Leeds Employment Tribunal (by CVP)

On: 30 April 2021

Before: Employment Judge Deeley (sitting alone)

Appearances

Claimant In person

Respondent Did not attend

JUDGMENT

1. The Tribunal declares that the claimant's complaint that the respondent failed to comply with the requirements of s188 of the Trade Union & Labour Relations (Consolidation) Act 1992 is well-founded.
2. The Tribunal makes a protective award of 90 days' pay in respect of the claimants, who were dismissed as redundant with effect from 6 January 2019. The Tribunal orders the respondent to pay those claimants their remuneration for the protected period of 90 days beginning on 6 January 2019.

NOTES

Claims

3. Mr Keightley submitted his claim outside of the Tribunal's normal time limits. I considered the oral evidence that Mr Keightley provided and concluded that:
 - 3.1 it was not reasonably practicable for him to submit her claim within the Tribunal's normal time limits; and
 - 3.2 he had submitted her claim within a reasonable period.

Collective Redundancy Consultation claim (protective award)

4. Mr Keightley claimed that he was dismissed without any collective redundancy consultation. A judgment was previously issued in relation to a protective award for collective redundancy claims brought by other former employees of the respondent on 16 November 2020.

Useful information

5. The reasons for this judgment were given to the parties orally during this hearing. Written reasons will not be provided unless a request was made by any party at the hearing or a written request is presented by any party within 14 days of the sending of this written record of the decision.
6. All judgments and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.
7. You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: <https://www.gov.uk/appeal-employment-appeal-tribunal>

Employment Judge Deeley

30 April 2021