



# EMPLOYMENT TRIBUNALS

**Claimants:** 1. The British Airline Pilots Association  
2. Mr S Backhouse & Others (see Schedule)

**Respondents:** 1. Thomas Cook Airlines Limited (in Liquidation)  
2. The Secretary of State for Business, Energy and Industrial Strategy

## CERTIFICATE OF CORRECTION

### Employment Tribunals Rules of Procedure 2013

Under the provisions of Rule 69, the Judgment and Reasons sent to the parties on 4 March 2021 is corrected as set out in block type at paragraph 3 of the Judgment and paragraph 2 of the Reasons.

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Employment Judge Ainscough

Date: 14 May 2021

SENT TO THE PARTIES ON  
17 May 2021

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FOR THE TRIBUNAL OFFICE

**Important note to parties:**

Any dates for the filing of appeals or reviews are not changed by this certificate of correction and corrected judgment. These time limits still run from the date of the original judgment, or original judgment with reasons, when appealing.



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Strategy

## JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

**The first respondent not having presented a response to the claims and the second respondent making legal submissions prior to the rule 21 Judgment, and on the information before the Judge, the judgment of the Tribunal is that:**

1. The claimants' complaints under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 ("the 1992 Act") of a failure by the first respondent to comply with the requirements of section 188 of the 1992 Act are well-founded.
2. The Tribunal orders the first respondent by way of a protective award under section 189(3) of the 1992 Act to pay to the claimants a payment equivalent to remuneration for the period of 90 days beginning on 23 September 2019.
3. **The Tribunal orders that the first respondent, by way of a protective award under section 189(3) of the 1992 Act, pay to all those employees who were of a description in respect of which The British Airlines Pilots Association was recognised for the purposes of collective bargaining, a payment equivalent to remuneration for the period of 90 days beginning on 23 September 2019.**
4. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply to these awards.

5. CASE NUMBER 2408776/2020 AND OTHERS: The claims were not brought within three months of the date of dismissal. It was not reasonably practicable for the claimants to bring their claims within the original three month time limit. The claims were brought within such further period as the Tribunal considers reasonable, in accordance with section 189(5) of the Trade Union and Labour Relations (Consolidation) Act 1992.

## **REASONS**

1. The claimants claimed a protective award in respect of breaches of the collective consultation requirements under the 1992 Act. No response was presented to the claim by the first respondent. On 14 February 2020, the Official Receiver confirmed that the first respondent would not be contesting the protective award claims.
2. The **first** respondent is in compulsory liquidation and by order of the High Court dated 13 December 2019 for case numbers 2416664/2019 and 4114616/2019 permission was granted for the claims to proceed. For case number 2408776/2020 and others the High Court gave identical permission on 30 November 2020.
3. On full consideration of the file of proceedings it was possible to issue this Judgment under rule 21 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 in respect of the claims for protective awards without a hearing. Code P under the case numbers reflects this.
4. On the information provided, the Tribunal makes the following findings:
5. The first respondent employed over 20 employees at the following sites where the claimants were employed:
  - (a) Birmingham Airport;
  - (b) Bristol Airport;
  - (c) Gatwick Airport;
  - (d) Manchester Airport;
  - (e) Newcastle Airport;
  - (f) Glasgow Airport.
6. The British Airline Pilots Association (“BALPA”) was the trade union recognised for collective bargaining, consultation and negotiation for the pilot workforce at these sites. The individual claimants in case numbers 2416664/2019 and 4114616/2019 were members of the BALPA union. The individual claimants in case number 2408776/2020 and others were

not members of the BALPA union but were part of the same bargaining unit. As these claimants were not members of the recognised trade union, they have brought individual claims that have been consolidated with the claims of the recognised trade union.

7. The first respondent went into compulsory liquidation on 23 September 2019. At 1:47am on 23 September 2019 the Official Receiver was appointed. Later that day the claimants were notified of termination of employment with immediate effect.
8. There was no proper warning or notice given to or consultation with the recognised trade union, BALPA, or the individual pilots. In addition, no employee representatives had been elected or appointed for any such consultation within section 188A of the 1992 Act.
9. In the circumstances, the first respondent is in breach of the duty under section 188 of the 1992 Act and the Tribunal makes an award under section 189 in favour of the claimants for the maximum protected period of 90 days commencing on 23 September 2019.
10. The first respondent is advised of the provisions of regulation 6 of the Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996, such that, within ten days of the decision in these proceedings being promulgated or as soon as is reasonably practicable, the first respondent must comply with the provisions of regulation 6 of the 1996 Regulations and, in particular, must supply to the Secretary of State the following information in writing:
  - (a) The name, address and national insurance number of every employee to whom the award relates; and
  - (b) The date of termination of the employment of each such employee.
11. The first respondent will not be required to make any payment under the protective awards made until it has received a recoupment notice from the Secretary of State or notification that the Secretary of State does not intend to serve a recoupment notice having regard to the provisions of regulation 7(2). The Secretary of State must normally serve such recoupment notice or notification on the employer within 21 days of receipt of the required information from the first respondent.

Employment Judge Ainscough

Date: 3 March 2021  
JUDGMENT AND REASONS SENT TO  
THE PARTIES ON  
4 March 2021

.....  
AND ENTERED IN THE REGISTER

.....  
FOR THE TRIBUNAL OFFICE

**Case Nos: 2416664/2019  
4114616/2019  
2408776/2020 & others (see Schedule)  
Code P**

**Case Numbers: 2416664/2019  
4114616/2019  
2408776/2020 & others  
(see attached schedule)**

**Claimants: British Airline Pilots Association (BALPA)  
Mr S Backhouse & others**

**Respondent: 1. Thomas Cook Airlines Limited (in Liquidation)  
2. Secretary of State for Business, Energy and Industrial  
Strategy**

**ANNEX TO THE JUDGMENT  
(PROTECTIVE AWARDS)**

Recoupment of Benefits

The following particulars are given pursuant to the Employment Protection (Recoupment of Benefits) Regulations 1996, SI 1996 No 2349.

The respondent is under a duty to give the Secretary of State the following information in writing: (a) the name, address and National Insurance number of every employee to whom the protective award relates; and (b) the date of termination (or proposed termination) of the employment of each such employee.

That information shall be given within 10 days, commencing on the day on which the Tribunal announced its judgment at the hearing. If the Tribunal did not announce its judgment at the hearing, the information shall be given within the period of 10 days, commencing on the day on which the relevant judgment was sent to the parties. In any case in which it is not reasonably practicable for the respondent to do so within those times, then the information shall be given as soon as reasonably practicable thereafter.

No part of the remuneration due to an employee under the protective award is payable until either (a) the Secretary of State has served a notice (called a Recoupment Notice) on the respondent to pay the whole or part thereof to the Secretary of State or (b) the Secretary of State has notified the respondent in writing that no such notice is to be served.

This is without prejudice to the right of an employee to present a complaint to an Employment Tribunal of the employer's failure to pay remuneration under a protective award.

If the Secretary of State has served a Recoupment Notice on the respondent, the sum claimed in the Recoupment Notice in relation to each employee will be whichever is the less of:

- (a)** the amount (less any tax or social security contributions which fall to be deducted therefrom by the employer) accrued due to the employee in respect of so much of the protected period as falls before the date on which the Secretary of State receives from the employer the information referred to

above; OR

**(b)** (i) the amount paid by way of or paid as on account of jobseeker's allowance, income-related employment and support allowance or income support to the employee for any period which coincides with any part of the protected period falling before the date described in (a) above; or

**(ii)** in the case of an employee entitled to an award of universal credit for any period ("the UC period") which coincides with any part of the period to which the prescribed element is attributable, any amount paid by way of or on account of universal credit for the UC period that would not have been paid if the person's earned income for that period was the same as immediately before the period to which the prescribed element is attributable.

The sum claimed in the Recoupment Notice will be payable forthwith to the Secretary of State. The balance of the remuneration under the protective award is then payable to the employee, subject to the deduction of any tax or social security contributions.

A Recoupment Notice must be served within the period of 21 days after the Secretary of State has received from the respondent the above-mentioned information required to be given by the respondent to the Secretary of State or as soon as practicable thereafter.

After paying the balance of the remuneration (less tax and social security contributions) to the employee, the respondent will not be further liable to the employee. However, the sum claimed in a Recoupment Notice is due from the respondent as a debt to the Secretary of State, whatever may have been paid to the employee, and regardless of any dispute between the employee and the Secretary of State as to the amount specified in the Recoupment Notice.

**Case Nos: 2416664/2019  
4114616/2019  
2408776/2020 & others (see Schedule)  
Code P**

Schedule

2416664	2019	British Airline Pilots Association (BALPA)
4114616	2019	British Airline Pilots Association (BALPA)
2408776	2020	Backhouse S Mr
2408777	2020	Bowall S Mr
2408778	2020	Hebblewhite D Mr
2408779	2020	Jensen C Mrs
2408780	2020	Hawkes D Mr
2408781	2020	McGregor I Mr
2408782	2020	Longley C Mr
2408783	2020	Osborne-Crone M Mr
2408784	2020	Howarth M Mr
2408785	2020	Parker M Mr
2408786	2020	McClymont D Mr
2408787	2020	Foreman M Mr
2408788	2020	Brennan M Mr
2408789	2020	Newall M Mr
2408790	2020	Wilson M Mr
2408791	2020	Smith R Mr
2408792	2020	Evans S Mr
2408793	2020	Foat L Mr