



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms J Ambrose & others (see attached schedule)  
**Respondent:** STA Travel Limited (in creditors' voluntary liquidation)

**Heard at:** Leeds Employment Tribunal  
**Before:** Employment Judge Deeley

**On:** 10 May 2021

**Representation**  
**Claimant:** Miss C Atkinson and Miss J Dennis (on behalf of themselves and all other claimants listed in the attached schedule)

**Respondent:** No attendance

## RESERVED JUDGMENT

### *Duplicate claims*

1. The duplicate claims brought as part of Miss Dennis' claim form relating to Miss J Ambrose (1802115/21), Miss Claire Atkinson (1802116/21) and Miss B Carter (180211/21) are dismissed.

### *Miss Dennis' claim*

2. It was not reasonably practicable for Miss Dennis to submit her claim within the relevant time limits under s192 of the Trade Union & Labour Relations (Consolidation) Act 1992 ("**TULRCA**"). Miss Dennis brought her claim within a reasonable period of the expiry of the relevant time limit.

### *Protective award (all claimants, except for Mr Alan Fletcher and Mr Paul Wilkinson)*

3. The Tribunal declares that the claims of all claimants (except for Mr Alan Fletcher and Mr Paul Wilkinson) that the respondent failed to comply with the requirements of s188 of the Trade Union & Labour Relations (Consolidation) Act 1992 are wellfounded.

4. The Tribunal makes a protective award of 90 days' pay in respect of the claimants (except for Mr Alan Fletcher and Mr Paul Wilkinson), who were dismissed as redundant with effect from 2 September 2020. The Tribunal orders the respondent to pay those claimants their remuneration for the protected period of 90 days beginning on 2 September 2020. The Recoupment of Jobseeker's Allowance and income Support Regulations 1996 apply to this award.
5. This Judgment does not apply to the claims brought by Mr Fletcher and Mr Wilkinson. This is because Mr Fletcher and Mr Wilkinson's claims appear to have been submitted outside of the relevant time limits under s192 TULRCA. A separate case management order will be sent to Mr Wilkinson and Mr Fletcher regarding this issue.

## Useful information

1. There were no contested in this case, the respondent having neither entered a response nor attended the hearing. Any request for full written reasons relating to this Judgment must be made within 14 days of the date on which this Judgment is sent to the parties.
2. 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.
3. 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>

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**Employment Judge Deeley**  
**Date: 11 May 2021**

### Public access to Employment Tribunal judgments

Judgments and written reasons for judgments, where they are provided, are published in full online at [www.gov.uk/employment-tribunal-decisions](https://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties in the case.

**Schedule of claims**

<b>Case Number</b>	<b>Claimant</b>
1800747/2021	Mr Alan Fletcher
1800830/2021	Mr Paul Wilkinson
1800902/2021	Ms Nicola Staff
1805151/2020	Mr Sonal Hussein
1805152/2020	Mr Samuel Johnson
1805162/2020	Mr Joshua Walker
1805175/2020	Ms Jessica Ambrose
1805192/2020	Ms Clair Atkinson
1805274/2020	Ms Melissa Greveson
1805335/2020	Ms Bethany Carter
1806602/2020	Mr Steven Dawson
1806698/2020	Ms Sarah Stack