



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**

Mr A Alohins & Others

**AND**

**Respondent**

British Ceramic Tiles (In  
Administration) (R1)  
Secretary of State for Business,  
Energy & Industrial Strategy (R2)

**HELD AT:** BRISTOL      **ON:** 13<sup>TH</sup> AUGUST 2021  
**BEFORE:** EMPLOYMENT JUDGE MR P CADNEY (SITTING ALONE)

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the tribunal determined on the papers without the attendance of the parties is that:

- i) Judgment in the following terms is entered in respect of all the claimants identified in the schedule attached hereto:-

**The Tribunal declares that the complaint that the Respondent failed to comply with a requirement of section of 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULRCA) is well founded and makes a protective award in respect of all employees of the respondent employed at its sites at Heathfield, Newton Abbott, Devon (including those who travelled to and from Heathfield / Cullompton); Cleackheaton, West Yorkshire and as field agents who were dismissed as redundant on or after 30<sup>th</sup> January 2019 and orders the respondent to pay to those employees remuneration for the protected period of 90 days beginning on 30<sup>th</sup> January 2019.**

(If any party seeks written reasons for the Judgment it must notify the tribunal within 14 days of the date of promulgation.)

**Employment Judge Cadney  
Date: 15 August 2021**

Sent to the Parties: 23 August 2021

FOR THE TRIBUNAL OFFICE

## Schedule of Claimants

Case Number	Title	Name
1400412/19	Mr	Aleksandrs Alohins
1400429/19	Mr	Timothy Denning
1400433/19	Miss	Hannah Giles
1400458/19	Mr	Andrew Seddon
1400464/19	Mr	Paul Stepleton
1400468/19	Mr	Damian Waszak
1400486/19	Mr	Roy Goodsir
1400524/19	Mr	Martin Davidson
1400532/19	Mr	Mark Rooke
1400538/19	Mr	Benjamin Greening
1400558/19	Miss	Natasha Johnson
1401365/19	Mr	Nick Tudor
1401384/19	Miss	Victoria Potter
1401385/19	Mr	Remigiusz Adametz
1401386/19	Mrs	Jayne Adamson
1401387/19	Mr	Steve Aggett
1401388/19	Mr	Stanislavs Alohins
1401389/19	Mr	Neil Anderton
1401390/19	Mr	Dale Appleby
1401391/19	Mr	Kamil Baczynski
1401392/19	Ms	Petruta Rodica Balan
1401393/19	Mr	Matthew Barker
1401394/19	Mr	Brian Barry
1401395/19	Mr	Carl Bavis
1401396/19	Mr	David Bayley
1401397/19	Ms	Jessica Bean
1401398/19	Ms	Kelly Bedoyan
1401399/19	Mr	Marcin Beiger
1401400/19	Mr	Brett Beveridge
1401401/19	Mr	Steven Bond
1401402/19	Mr	James Bondman
1401403/19	Mr	Luke Bowring
1401404/19	Mr	Dean Bradford
1401405/19	Mr	Jeff Bridges
1401406/19	Mr	John Bridgwood
1401407/19	Mr	John Brimecombe
1401408/19	Mr	Thom Brown
1401409/19	Mrs	Hannah Brown
1401410/19	Mr	Scott Brown
1401411/19	Mr	Mateusz Buczek
1401412/19	Mr	Mark Burrige
1401413/19	Ms	Nicola Chadburn
1401414/19	Mr	Ian Chapman

**Case Number: 1400412/2019 and others**

1401415/19	Mr	Nick Chidzoy
1401416/19	Mr	Christopher Clark
1401417/19	Mr	Antony Coker
1401418/19	Mr	Troy Cole
1401419/19	Mr	Glen Cramp
1401420/19	Mr	Robert Critchlow
1401421/19	Mr	Benjamin Cromar
1401422/19	Mr	Andrew Darnes
1401423/19	Mr	Jim Dart
1401424/19	Mr	Jakub Dobrogowski
1401425/19	Mr	Dan Dodds
1401426/19	Mr	Craig Doidge
1401427/19	Mr	Lukasz Drozdewicz
1401428/19	Mr	Kevin Edwards
1401429/19	Mrs	Margaret Elliott
1401430/19	Ms	Kirsty England
1401431/19	Mr	Stephen Evans Felipe Ayala
1401432/19	Mr	Raul Chaves
1401433/19	Mr	Christopher Fenner
1401434/19	Mr	Paul Fincken
1401435/19	Mr	Chris Foord
1401436/19	Ms	Jennifer Ford
1401437/19	Mr	Chris Gibbons
1401438/19	Mr	Thomas Gilroy
1401439/19	Mr	Kevin Ginsberg
1401440/19	Mr	David Gooby
1401441/19	Mr	Ben Greening
1401442/19	Mr	Mark Gregory
1401443/19	Mr	John Paul Guppy
1401444/19	Ms	Debra Hammond
1401445/19	Ms	Kerrie Hardcastle
1401446/19	Ms	Sarah Harwood
1401447/19	Mr	David Hawley
1401448/19	Mr	Matthew Hayward
1401449/19	Ms	Suzanne Herson-Lumb
1401450/19	Mr	Damian Hewelt
1401451/19	Mr	Mark Higginson
1401452/19	Mr	Ben Hill
1401453/19	Mr	Daniel Hill
1401454/19	Mr	David Hockings
1401455/19	Mr	Dean Holmes
1401456/19	Mr	Steven Honeywill
1401457/19	Ms	Linzi Hooton-Bork
1401458/19	Ms	Heidi Houghton
1401459/19	Miss	Jade Hunt
1401460/19	Mr	Chris Jackson

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1401461/19	Mr	Sydney Jardim
1401462/19	Mr	Shaun Jarvis
1401463/19	Mr	Nicholas Johnson
1401464/19	Mr	Nick Jordon
1401465/19	Ms	Sioned Kania
1401466/19	Ms	Rebecca Keenan
1401467/19	Ms	Jodie Kellow
1401468/19	Ms	Rachel Kelly
1401469/19	Mr	Gary Kemp
1401470/19	Mr	Sarunas Klebauskas
1401471/19	Mr	Slawomir Klonowski
1401472/19	Mr	Adam Kopaniec
1401473/19	Mr	Jan Krupski
1401474/19	Mr	Nick Ladd
1401475/19	Mr	Aaron Lake
1401476/19	Ms	Stephanie Lang
1401477/19	Mr	Mark Lawrence
1401478/19	Mr	Micheal Lee
1401479/19	Mr	Stuart Light
1401480/19	Mr	Kevin Lilley
1401481/19	Mr	Colin Line
1401482/19	Mr	Gareth Llewellyn-Jones
1401483/19	Ms	Gemma Lofthouse
1401484/19	Mr	Ross Main
1401485/19	Ms	Joanna Mair
1401486/19	Ms	Dawn Mann
1401487/19	Ms	Mariam Maqsood
1401488/19	Mr	Luke Marchant
1401489/19	Mr	Lucian Margarint
1401490/19	Mr	Stephen Martin
1401491/19	Mr	Craig Mason
1401492/19	Mr	Ben Matthews
1401493/19	Ms	Sue McBride
1401494/19	Mr	Stuart McCarthy
1401495/19	Miss	Lisa McHardy
1401496/19	Mr	James Meade
1401497/19	Mrs	Anna Menzies
1401498/19	Mr	Christopher Menzies
1401499/19	Mr	Krzysztof Miedzianowski
1401500/19	Mr	Eduard Criatian Mihalache
1401501/19	Ms	Denise Morphett
1401502/19	Mr	Alex Mossman
1401503/19	Mr	Paul Murphy
1401504/19	Mr	Ian Murphy
1401505/19	Mr	Paul Murphy
1401506/19	Mr	Jamie Murphy

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1401507/19	Mrs	Kathryn Norman
1401508/19	Ms	Heidemarie Normanton
1401509/19	Mrs	Claire O'Brien
1401510/19	Miss	Pauline Ollivier
1401511/19	Mr	David Orr
1401512/19	Mr	David Orrey
1401513/19	Ms	Laura Osman
1401514/19	Mr	John Payne
1401515/19	Mr	Nicholas Pearson
1401516/19	Mr	John Penell
1401517/19	Miss	Hannah Phillips
1401518/19	Mr	Neil Pinkney
1401519/19	Mr	Liam Poole
1401520/19	Miss	Victoria Potter
1401521/19	Mr	Connor Pottinger
1401522/19	Mr	Darren Powell
1401523/19	Mr	Gary Powell
1401524/19	Ms	Kathryn Prosho
1401525/19	Mr	William Reynolds
1401526/19	Mr	Mark Rigby
1401527/19	Mr	Paul Riviere
1401528/19	Ms	Amanda Rogers
1401529/19	Ms	Hanna Rogowska
1401530/19	Mr	Mark Rooke
1401531/19	Ms	Clare Rosindale
1401532/19	Mr	Barney Rowbottom
1401533/19	Mr	Lee Rowe
1401534/19	Mr	Christopher-David Rushworth
1401535/19	Mr	James Russ
1401536/19	Mr	Rachid Saki
1401537/19	Mr	David Schofield
1401538/19	Mr	Steve Sellek
1401539/19	Ms	Maria Selley
1401540/19	Mr	Mick Shaw
1401541/19	Ms	Joy Shine
1401542/19	Mr	Stephen Silvester
1401543/19	Mr	Derek Skinner
1401544/19	Mrs	Jacqueline Slack
1401545/19	Mr	Richard Smallman
1401546/19	Mr	Adam Smith
1401547/19	Ms	Julie Smith
1401548/19	Mr	Matthew Smith
1401549/19	Mr	John Snell
1401550/19	Miss	Stephanie Snook
1401551/19	Mr	Maciej Sobolewski
1401552/19	Mr	Christopher Solway

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1401553/19	Mr	Anthony Sparks
1401554/19	Mr	Oliver Spencer
1401555/19	Mr	Marc Spurway
1401556/19	Ms	Samantha Steele
1401557/19	Mr	Tim Steer
1401558/19	Mr	Lubomir Stieranka
1401559/19	Mr	Paul Stone
1401560/19	Mr	William Street
1401561/19	Mr	Spencer Street
1401562/19	Ms	Megan Sykes
1401563/19	Mr	Artur Szyba
1401564/19	Mr	Ryan Taffinder
1401565/19	Mr	Luke Taylor
1401566/19	Mr	Kyle Thomas
1401567/19	Mr	Piotr Tomsia
1401568/19	Mr	Daniel Tout
1401569/19	Mrs	Susanna Trayhorn
1401570/19	Mr	Paul Trayhorn
1401571/19	Mr	Steve Tyers
1401572/19	Miss	Elizabeth Tyson
1401573/19	Mr	Michelle Varndell
1401574/19	Mr	Richard Wakely
1401575/19	Mr	Mark Waterworth
1401576/19	Mr	Thomas Wear
1401577/19	Ms	Luka Webb
1401578/19	Mr	Martin Webber
1401579/19	Ms	Michaela Wetton
1401580/19	Ms	Lauren Wheatley
1401581/19	Ms	Jessica Wibberley
1401582/19	Mr	Sebastian Wikiert
1401583/19	Mr	Marcus Wilkinson
1401584/19	Mr	Adam Willard
1401585/19	Mr	Martin Williams
1401586/19	Mr	Charlie Williams
1401587/19	Mr	Dale Willis
1401588/19	Mr	Leon Willis
1401589/19	Mr	Mike Wills
1401590/19	Mr	Martin Wills
1401591/19	Miss	Melanie Wilson
1401592/19	Mr	David Wilson
1401593/19	Mr	Martyn Wilson
1401594/19	Mr	Samuel Winchester-Leigh
1401595/19	Mr	Damian Witkowski
1401596/19	Mr	Simon Woodcock
1401597/19	Ms	Emma Worsley
1401598/19	Ms	Samantha Wrathmell

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1401599/19	Ms	Rosie-Marie Wren
1401600/19	Mr	Paul
1401601/19	Mr	Georg
1401602/19	Mr	Stewart
1401603/19	Ms	Angela
1401604/19	Mr	Jarek
1401819/19	Mr	John
1401820/19	Mr	Peter
1401821/19	Mr	Gary
1401933/19	Mr	Robert
1403709/19	Mr	Matthew
1403896/19	Mr	Derek
1404377/19	Mr	Derek
1405525/19	Mr	Dave
1405526/19	Mr	Calvin
1405527/19	Mr	David
1405528/19	Mr	Sergio
1405529/19	Mr	Steve
1405530/19	Mr	Steve
1405531/19	Mr	Jason