



EMPLOYMENT TRIBUNALS

Claimants: Ms H Finch (1)
Mr M Thanki (2)
Ms D Kirkham (3)

Respondent: Luxury for Less Limited (A Company in Administration)

Heard at: Birmingham (By Cloud Video Platform)
On: 9 November 2021

Before: Regional Employment Judge Findlay

Representation

Claimants: Mr P Kissen, solicitor
Respondent: No appearance

Upon the respondent being a company in Administration, and the Administrators having consented to the claims proceeding,
And no response having been presented within the permitted period;
And upon the 3rd claimant having been dismissed on 21 February 2020, and the 1st and second claimants being dismissed on 19 March 2020;

JUDGMENT

1. The respondent failed to comply with section 188 and 188A of the Trade Union and Labour Relations (Consolidation) Act 1992, and the claimants' complaint under section 189 of that Act is well founded;
2. The claimants are entitled to a protective award for the period of 90 days, beginning on 21st February 2020, and the respondent shall pay them remuneration for that period.

Regional Employment Judge Findlay

9 November 2021

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.