



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr R Croud  
Mr P Guthrie  
Mr C Miller  
Mr K Knight

**Respondents:** (1) John Anthony Signs Limited (in liquidation)  
(2) Secretary of State for Business Energy and Industrial Strategy

**Heard at:** East London Hearing Centre (by Cloud Video Platform)

**On:** 26 November 2021

**Before:** Employment Judge Barrowclough

## Representation

Claimants: In person  
Respondents: No attendance

***This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.***

# JUDGMENT

The judgment of the Tribunal is:

1. The effective date of termination for all four Claimants was 14 May 2021.
2. The First Respondent failed to comply with its obligations under ss.188 & 188a Trade Union and Labour Relations (Consolidation) Act 1992 in relation to the duty to consult employee representatives.
3. It is just and equitable that the First Respondent pay the Claimants remuneration for the protected period of 90 days, namely from 14 May 2021 to 12 August 2021.

**Case Numbers: 3204717/2021; 3204719/2021  
3204775/2021; 3204486/2021; 3204692/2021**

4. The First Respondent is ordered to pay each of the Claimants the sum of £6975.00 (90 X daily rate of £77.50).

**Employment Judge Barrowclough  
Date: 7 December 2021**