



EMPLOYMENT TRIBUNALS

Claimant: Mr Christopher Downs

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: 19 January 2022

Before: Employment Judge Burgher

Appearances

For the Claimant: Mr R Ellis (Solicitor)
For the Respondent: Did not attend

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

JUDGMENT

1. The effective date of termination for the Claimant 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 Claimant remuneration for the protected period of 90 days, namely from 14 May 2021 to 12 August 2021.

- 4. The First Respondent is ordered to pay the Claimant the sum of £8654.40 (90 x £96.16 daily rate).**

- 5. Pursuant to section 184(2(d) of the Employment Rights Act 1996, the Second Respondent is added as a Respondent to the proceedings to pay the protective award debt.**

Employment Judge Burgher

19 January 2022