



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr. Shaun Highton & Others (see list of claims)

**Respondents:** (1) Carluccio's Limited (In Administration)

(2) The Secretary of State for Business, Energy and Industrial Strategy

**Heard at:** Nottingham East Employment Tribunal (by CVP)

**Heard on:** 02 February 2022

**Before:** Employment Judge Broughton and Members Ms Lowe and Ms Bonser

**Representation:**

**Claimants:** Mr. Bronze – counsel

**Respondents:** No Attendance

## JUDGMENT

1. The Respondent failed to comply with the requirements of Section 188 Trade Union & Labour Relations (Consolidation) Act 1992 and therefore the Tribunal makes a declaration that there was a breach of the provisions of that section.
2. The Tribunal accordingly makes a protective award in respect of the Claimants.
3. The protected period is a period of 80 days commencing on 21 April 2020.

Note: 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. Parties must be aware that if written reasons are requested a detailed judgment will be issued which will be on the Tribunals' website to which members of the public have access.

4. The Employment Protection (Recoupment of Benefits) Regulations 1996 may apply to this award.

Employment Judge Broughton

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Date: 2 February 2022

JUDGMENT SENT TO THE PARTIES ON

.....  
AND ENTERED IN THE REGISTER

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**List of Claims:**

Claim Number	Claimant
2603249/2020	Shaun Highton
2603250/2020	Istvan Kelemen
2603251/2020	Bernadett Kiss
2603252/2020	Malgorzata Walczak
2603260/2020	Natasha Ward

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