



EMPLOYMENT TRIBUNALS

Claimant: Ms A Wiltshire

Respondent: R1) Laura Ashley Limited (in Administration)
R2) AL Realisations Limited (in Administration)
R3) Premier Home logistics Limited (in Administration)
R4) The Secretary of State for Business Energy and
Industrial Strategy
R5) Texplan Manufacturing Limited (in Administration)

CONSENT JUDGMENT

The terms of the Judgment by Consent are as follows:

1. The claimant in the attached Schedule to this Judgment (the “**Claimant**”) was employed by the First and Second Respondents. The First Respondent (Laura Ashley Limited (in Administration)), changed its name to the Second Respondent (AL Realisations Limited (in Administration)) on 22 April 2020, by way of special resolution. Both names relate to the same entity.
2. Robert Nicholas Lewis and Zelf Hussain were appointed as joint administrators of the First, Second, Third and Fifth Respondents on 23 March 2020 and Rachael Maria Wilkinson was appointed as a joint administrator of those Respondents on 17 April 2020. On 3 July 2020, Anthony John Wright and Paul Allen of FRP Advisory were appointed as additional administrators of the Second and Fifth Respondents.
3. On 21 August 2020, the Claimant was dismissed by the First and Second Respondents by reason of redundancy.
4. The Claimant has raised a complaint pursuant to section 189 of The Trade Union and Labour Relations (Consolidation) Act 1992 (“**the Act**”) and is seeking a protective award in respect of failure to consult in accordance with s.188 and s.188A of the Act.

5. The Claimant listed in the Schedule to this Judgment was assigned to an establishment where 20 or more redundancies were proposed by their employer within a period of 90 days. The First and Second Respondents did not fully inform and consult with the Claimant in accordance with the provisions of s.188 and s.188A of the Act.
6. The Tribunal makes a protective award in favour of the Claimant listed in the Schedule to this Judgment for a protected period of 35 days, capped at the amount payable by the Redundancy Payments Service (“**RPS**”) in accordance with the RPS’s own regulations and limits and subject to any deductions required by law.
7. The parties agree that for the purposes of this Consent Judgment, the protected period in relation to the Claimant begins on their respective termination date as set out in the Schedule and lasts for 35 days.
8. There is no order requiring any party to pay or reimburse another party’s costs or fees. Each party shall bear their own costs and fees.
9. For the avoidance of doubt, this Consent Judgment applies to the Claimant listed in the attached Schedule only and it is agreed that the claim listed in the Schedule is extinguished in its entirety by this Consent Judgment.
10. The Recoupment Regulations apply to this Judgment. For the avoidance of doubt, any recoupment notice does not apply to the Secretary of State for Business, Energy and Industrial Strategy.

Employment Judge Deeley
Date: 4 March 2022

Schedule - Claimant who is entitled to a protective award for a 35 day period and is included within the scope of the Consent Judgment

	Claim Number	Name	Name	Termination Date
1.	1805556/2020	Andrea	Wiltshire	21/08/2020