



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Hall

**Respondent:** Sash UK Ltd (In Administration)

**Heard at:** Leeds ET (by telephone)

**On:** 29 March 2022

**Before:** Employment Judge K Armstrong

**Representation**

Claimant: Mrs K Hall (Claimant's wife)

Respondent: No attendance

## JUDGMENT

The respondent having failed to present a response to the claims in accordance with rule 16;

And the Administrator of the respondent having given consent to the claims proceeding in its email to the claimant dated 9 January 2022;

And having considered the claimant's ET1 and oral evidence:

1. The Tribunal being satisfied that it was not reasonably practicable for the claimant to bring the claim during the period of three months from the last of the dismissals to which the complaint relates, and that the claim was brought within a reasonable further period, the Tribunal has jurisdiction to hear the claim.
2. The respondent failed to comply with the requirements of section 188 and 188A of the Trade Union and Labour Relations (Consolidation) Act 1992.
3. It is declared that the claim for a protective award is well-founded.
4. A protective award is made in respect of the claimant who was employed by the respondent at their premises at Ferrymoor Way, Grimethorpe, South Yorkshire S72 7BN and who was dismissed as redundant on 12 June 2020.

5. The protected period begins on 12 June 2020 and is for a period of 90 days, it being just and equitable to make the maximum award because of the complete failure to comply with the statutory requirements for collective consultation.
6. The recoupment provisions do not apply, as the claimant did not claim any benefits during the protected period.

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Employment Judge Armstrong

Date 29 March 2022

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.

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