



EMPLOYMENT TRIBUNALS

Claimants:

- M Wrate**
- A Challinor**
- S Stronghill**
- L Bromwich**
- V Lever**
- M Gardner**
- N Hewson**
- N Crook**
- C Exall**
- P Williams**
- I Norman**
- C Brace**
- T Exall**
- S Salmon**
- R Simmonds**
- M Croucher**

Respondent: **Fox Marketing Services Mc Limited (in voluntary liquidation)**

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the London South Employment Tribunals on 06 August 2020. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made in accordance with rule 21 of the Rules of Procedure.
2. A declaration is made that the respondent has failed to comply with its obligations under section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992
3. A protective award is made in respect of all the claimants who are party to this claim and who were dismissed under s 189(2) – (4) of TURL(C)A 1992.
4. The respondent is ordered to pay the claimants remuneration for the protected period being 90 days from the date of the dismissals, 14 April 2020.

Employment Judge McLaren
07 February 2022

Case Number: 2303264/2020 and Others (See attached schedule)

	Multiple Schedule
Multiple:	Fox Marketing Services Mc Limited
Case Number	Case Name
2303264/2020	Mr Mark Wrate -v- Fox Marketing Services Mc Limited
2303265/2020	Ms Anouska Challinor -v- Fox Marketing Services Mc Limited
2303266/2020	Ms Sarah Stronghill -v- Fox Marketing Services Mc Limited
2303267/2020	Ms Lucy Bromwich -v- Fox Marketing Services Mc Limited
2303268/2020	Ms Victoria Lever -v- Fox Marketing Services Mc Limited
2303269/2020	Mr Matthew Gardner -v- Fox Marketing Services Mc Limited
2303270/2020	Mr Nick Hewson -v- Fox Marketing Services Mc Limited
2303271/2020	Mr Nigel Crook -v- Fox Marketing Services Mc Limited
2303272/2020	Mr Chris Exall -v- Fox Marketing Services Mc Limited
2303273/2020	Mr Paul Williams -v- Fox Marketing Services Mc Limited
2303274/2020	Mr Ian Norman -v- Fox Marketing Services Mc Limited
2303275/2020	Mr Clive Brace -v- Fox Marketing Services Mc Limited
2303276/2020	Mr Trevor Exall -v- Fox Marketing Services Mc Limited
2303277/2020	Mr Steve Salmon -v- Fox Marketing Services Mc Limited
2303278/2020	Mr Richard Simmonds -v- Fox Marketing Services Mc Limited
2303279/2020	Mr Martyn Croucher -v- Fox Marketing Services Mc Limited