



# THE EMPLOYMENT TRIBUNALS

BETWEEN

*Claimant*

*Respondents*

Mr Arnold Szucs

AND

(1) C1 Realisations (2020) Limited  
(in administration)  
(2) The Secretary of State for  
Business Energy and Industrial  
Strategy

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Held at: Bristol (by HMCTS Video Hearings Service)

On: 28 June 2022

Before: Employment Judge A M Buchanan (sitting alone)

### *Appearances*

For the Claimant:

Mr P Morgan of Counsel

For the first Respondent:

No response entered and no attendance

For the second respondent:

No attendance but written submissions received

## JUDGMENT

It is the judgment of the Tribunal that:

1. The application for a protective award pursuant to section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 ("the 1992 Act") is well founded.
2. The first respondent is ordered to pay remuneration calculated in accordance with section 190 of the 1992 Act to the claimant who was dismissed as redundant on 24 April 2020 for the protected period. For the avoidance of any doubt, the award contained in this Judgment relates only to the claimant.
3. The protected period is for 90 days and is from 24 April 2020 to 23 July 2020.

4. The Employment Protection (Recoupment of Benefits) Regulations 1996 (“the 1996 Regulations”) apply to this award. Regulation 6 imposes a duty on the first respondent to provide information to the Secretary of State (as referred to in the 1996 Regulations). Regulation 7 postpones this award in order to enable the Secretary of State (as referred to in the 1996 Regulations) to serve a recoupment notice under Regulation 8. The full effect of Regulations 6, 7 and 8 is set out in the Annexe to this Judgment.

5. The second respondent ought to pay to the claimant such amount of the protective award as falls within the statutory guarantee provisions set out in Part XII of the Employment Rights Act 1996.

**EMPLOYMENT JUDGE A M BUCHANAN**

**JUDGMENT SIGNED BY EMPLOYMENT  
JUDGE ON 28 June 2022**

**JUDGMENT SENT TO THE PARTIES ON 8 July 2022**

**AMENDED JUDGMENT SENT TO THE PARTIES ON  
30 August 2022 By Mr J McCormick**

**FOR THE TRIBUNAL**

**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.

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