



# THE EMPLOYMENT TRIBUNALS

## Claimant

- (1) Ms D A L McKenzie and v  
71 others
- (2) Mr A M Bradshaw and  
204 others

## Respondent

- (1) Greensill Capital  
Management Company (UK)  
Limited (in liquidation)
- (2) Secretary of State for  
Business, Energy and  
Industrial Strategy

Heard at: London Central

On: 27 & 28 July 2022

Before: Employment Judge Glennie  
Ms Z Darmas  
Mr A Adolphus

### Representation:

Claimants: Mr T Rushton (Counsel)  
First Respondent: Neither present nor represented  
Second Respondent: Neither present nor represented

## JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaints by all Claimants in case number 2203787/2021 and in case number 2407720/2021 that the First Respondent has failed to comply with the provisions of section 188(1) of the Trade Union & Labour Relations (Consolidation) Act 1992 are well-founded.
2. All of the Claimants are entitled to a protective award. The protected period began on 12 March 2021 and is for a period of 90 days.
3. The contractual bonuses payable to the Claimant Kyrie Kleanthous shall not be taken into account when calculating her rate of remuneration for the purposes of the protective award.

4. The names of the individual Claimants as are listed in the Schedules annexed to this judgment.

Employment Judge Glennie

Dated: .....7 September 2022.....

Judgment sent to the parties on:

08/09/2022

For the Tribunal Office

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.