



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Watson & others  
(please see attached schedule)

**Respondent:** 1. Harpers Environmental Limited  
2. RSM UK Restructuring Advisory LLP  
3. Secretary of State for Business, Energy & Industry Strategy

## JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The complaint that the first respondent failed to comply with a requirement of section 188 or section 188A of the Trade Union and Labour Regulations (Consolidation) Act 1992 is well founded.
2. The first respondent is ordered to pay remuneration calculated in accordance with section 190 of the Trade Union and Labour Relations (Consolidation) Act 1992 to the claimants for the protected period.
3. The protected period is from 31/08/2022 to 29/11/2022.
4. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply. Regulation 6 imposes on the Respondent a duty to provide information to the Secretary of State. Regulation 7 postpones this award in order to enable the Secretary of State 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.

G Johnson

Employment Judge Johnson

Date: 10 January 2023

## **Schedule**

2502301/2022 Jordan Watson

2502302/2022 Stephen Fryett

2502303/2022 Brian Downey

2502304/2022 Colin Crockett