



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Cox & Others  
(see attached Schedule)

**Respondent:** 1. Northolt Glass Company LTD (In liquidation)  
2. Secretary of State for Business, Energy & Industrial Strategy

## JUDGMENT

- (1) The first respondent has failed to comply with a requirement of section 188 of the Trade Union & Labour Relations (Consolidation) Act 1992. The claim for a protective award succeeds.
- (2) The Tribunal makes a protective award in respect of the claimants who worked at the respondent's establishment at York House, Church Lane, Chalfont St Peter, Buckinghamshire, SL9 9RE and who were dismissed as redundant on or after 7 July 2022 that the employer pay remuneration for the protected period which begins on 7 July 2022 and is for a period of 90 days. The Recoupment Regulations apply.

## REASONS

1. There are 21 claimants.
2. The claimants appear to have presented their claims within the statutory time limit.
3. It appears that the claimants were employed at the same establishment in Chalfont St Peter and were made redundant on or after 7 July 2022
4. The claimants assert that there was no recognised trade union or elected employee representatives.

5. It appears that 20 or more employees at the establishment were made redundant or placed at risk of redundancy, on or within 90 days of 7 July 2022.
6. The claimants claim that they were dismissed during this period without any consultation having taken place.
7. Neither the first respondent nor the second respondent has filed a response. In these circumstances it would be disproportionate to convene a hearing.
8. There appears to be no reason to depart from the principle that protective awards are punitive and should be for the maximum period unless there are circumstances making it just not to do so

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Regional Employment Judge Foxwell  
Date: 22 February 2023

27 February 2023  
JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

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<b>Case Number</b>	<b>Claimant Name</b>
3312650/2022	Ms Michelle Cox
3312651/2022	Mr adam yost
3312652/2022	Mr gareth owen
3312653/2022	Mr ian yost
3312654/2022	Ms sally anne yost
3312655/2022	Ms michelle cox
3312656/2022	Ms olivia elizabeth quinn
3312657/2022	Mr peter balderstone
3312658/2022	Mr adam james steward
3312659/2022	Mr john rulton
3312660/2022	Mr eamonn cassidy
3312661/2022	Mr kevin swallow
3312662/2022	Mr kyle bingley
3312663/2022	Mr dennis murphy
3312664/2022	Mr liam swallow
3312665/2022	Mr richard harris
3312666/2022	Mr christopher sage
3312667/2022	Mr cosmin atanase iacob
3312668/2022	Mr andrew perrior
3312669/2022	Mr steven david divine
3312670/2022	Mr john william gossedge