



EMPLOYMENT TRIBUNALS

Claimant: Ms S Bull & others (see schedule attached)

Respondent: Norfolk Feather company Ltd (In administration)

JUDGMENT

1. The Tribunal grants a declaration that the Claimant's complaint that the Respondent failed to comply with a requirement of Section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
2. The Tribunal finds that there should be a protective award paid to the affected employees at all affected sites of the Respondent, who were dismissed as redundant in May and June 2013.
3. The award shall be in respect of the protected period which begins with the date of the Claimants dismissal, for a period of 90 days.
4. The Claimants are to be paid remuneration for the period of 90 days pursuant to section 190(2) of the Trade Union and Labour Relations (Consolidation) Act 1992.
5. The Claimants are awarded 90 days' pay per affected employee.

Employment Judge Postle

Date: 21 February 2023

JUDGMENT SENT TO THE PARTIES ON
27 February 2023

FOR THE TRIBUNAL OFFICE

Multiple Schedule

3300773 - Norfolk Feather Company Ltd

Case Number	Case Name
3315244/2022	Ms Sally Bull -V- Norfolk Feather Company Ltd & Others
3315245/2022	Ms Angela Fox -V- Norfolk Feather Company Ltd & Others
3315246/2022	Mr Stanley Chambers -V- Norfolk Feather Company Ltd & Others
3315247/2022	Ms Beth Harrowven -V- Norfolk Feather Company Ltd & Others
3315248/2022	Ms Tanya Gialanze -V- Norfolk Feather Company Ltd & Others
3315249/2022	Ms Agnieszka Jasinska -V- Norfolk Feather Company Ltd & Others
3315250/2022	Ms Julie Hook -V- Norfolk Feather Company Ltd & Others
3315251/2022	Ms Emma Longford -V- Norfolk Feather Company Ltd & Others
3315252/2022	Ms Jesse Johnson -V- Norfolk Feather Company Ltd & Others
3315253/2022	Ms Karen Broughton -V- Norfolk Feather Company Ltd & Others
3315254/2022	Mr Mark Banham -V- Norfolk Feather Company Ltd & Others
3315255/2022	Ms Mary Sanford -V- Norfolk Feather Company Ltd & Others
3315256/2022	Ms Sonia Longford -V- Norfolk Feather Company Ltd & Others
3315257/2022	Mr Shane Tatum -V- Norfolk Feather Company Ltd & Others
3315258/2022	Ms Vicky Seeley -V- Norfolk Feather Company Ltd & Others
3315259/2022	Ms Alexandra Whelan -V- Norfolk Feather Company Ltd & Others
3315260/2022	Ms Shona Marie Wenden -V- Norfolk Feather Company Ltd & Others
3315261/2022	Ms Daisy Coomber -V- Norfolk Feather Company Ltd & Others
3315262/2022	Ms Tzigane Woolner -V- Norfolk Feather Company Ltd & Others
3315263/2022	Mr Tim Mckeogh -V- Norfolk Feather Company Ltd & Others
3315264/2022	Ms Debbie Renton -V- Norfolk Feather Company Ltd & Others
3315265/2022	Mr Nicholas Hensley -V- Norfolk Feather Company Ltd & Others
3315266/2022	Mr Jake Mills -V- Norfolk Feather Company Ltd & Others
3315267/2022	Mr Simon Burrage -V- Norfolk Feather Company Ltd & Others
3315268/2022	Mr Russell Parsons -V- Norfolk Feather Company Ltd & Others
3315269/2022	Ms Michelle Bunting -V- Norfolk Feather Company Ltd & Others
3315270/2022	Ms Donna Blackburn -V- Norfolk Feather Company Ltd & Others