



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr B De-Honri

**Respondents:** (1) LA Metalworks Limited (in Voluntary Liquidation)  
(2) Secretary of State for Business, Energy and Industrial Strategy

**Heard at:** Watford (by CVP)                      **On:** 16 March 2023

**Before:** Employment Judge Reindorf

## **Representation:**

Claimant: Ms A Fadipe (counsel)  
First Respondent: No appearance or representation  
Second Respondent: No appearance or representation

# JUDGMENT

1. The claim against the First Respondent for unfair dismissal succeeds.
2. The claim against the First Respondent for failure to comply with its duty in section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 succeeds.
3. The Claimant is not entitled to compensation for unfair dismissal.

4. The First Respondent is ordered to pay to the Claimant forthwith a protective award of 90 days' gross pay in the sum of £9,562.50 for failure to comply with its duty in s.188 of the Trade Union and Labour Relations (Consolidation) Act 1992.
5. The claim against the Second Respondent is dismissed.
6. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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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**Employment Judge Reindorf**

**Date: 16 March 2023**

**Sent to the parties on:**

**30/3/2023**

**For the Tribunal:**

**NG**

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