



EMPLOYMENT TRIBUNALS

Claimants: Mr Mark Ashley
Miss Stephanie Austin & 53 others

Respondent: Mid Group Services Limited

Heard at: East London Hearing Centre

On: 24 May 2023

Before: Employment Judge C Lewis
Members: Ms T Jansen
Mr M Rowe

Representation

Claimant: Mr B Henry – Counsel

Respondent: Did not enter an appearance and did not attend

JUDGMENT

The unanimous decision of the Employment Tribunal is that :

Declaration:

- 1) The Respondent has failed to comply with a requirement of section 188 and 188A of the Trade Union and Labour Relations (Consolidation) Act 1992 in failing to make arrangements for the election of employee representatives and has also failed to consult with its employees in circumstances where it was proposing to dismiss as redundant 20 or more employees at one establishment within a period of 90 days or less.
- 2) The Tribunal is satisfied that the Claimants named above and set out in Schedule A are affected employees and are entitled to the above declaration and a protective award.

Protective award

- 3) The Respondent is ordered to pay each of the Claimants a protective award of their remuneration (gross pay) in respect of the protected period of 90 days from 25 July 2022.

**Case Numbers: 3205442/2022,
3205660/2022 & Ors**

**Employment Judge C Lewis
Dated: 24 May 2023**

	Schedule A
Multiple:	3205660/2022 & Others
Case Number	Claimant
3205660/2022	Ms Stephanie Austin
3205661/2022	Mr Hussein Abdillahi
3205662/2022	Mr David Alvarez Robles
3205663/2022	Mr Mike Anstee
3205664/2022	Mr Petru Artene
3205665/2022	Mr Matthew Bond
3205666/2022	Mr Luke Brown
3205667/2022	Mr Anton Christodoulou
3205668/2022	Mr Stephen Chudley

3205669/2022	Mr Mark Dugard
3205670/2022	Mr Alex Ebsworth
3205671/2022	Mr Aaron Endres
3205672/2022	Mr Joseph Fletcher
3205673/2022	Mr David Forman
3205674/2022	Mr Mike Hickey
3205675/2022	Mr Chris Higgins
3205676/2022	Mr Charlton Humphreys
3205677/2022	Ms Tatiana Jambultova
3205678/2022	Ms Sandra James

3205679/2022	Mr Cliff Jones
3205680/2022	Mr Richard Kennedy
3205681/2022	Mr Antony Knapton
3205682/2022	Mr Gary Lambourne
3205683/2022	Ms Joana Lopes
3205684/2022	Mr Abdolhamid Mahrokh-Moghaddam
3205685/2022	Mr Antanas Matutis
3205686/2022	Ms Sinead Mcleroy
3205687/2022	Mr Pat Munnelly
3205688/2022	Mr Ben Murphy

3205689/2022	Mr Tuswhege Mwasokwa
3205690/2022	Mr Oliver Newick
3205691/2022	Mr Charlie Nicholas
3205692/2022	Ms Monica Nieto Calvo
3205693/2022	Ms Zinah Noori
3205694/2022	Mr Anthony O'Dell
3205695/2022	Mr Conor O'Shea
3205696/2022	Mr Paul Paget
3205697/2022	Mr Taylor Pike
3205698/2022	Ms Siobhan Pile

3205699/2022	Mr Eduardas Radkevicius
3205700/2022	Mr Peter Randles
3205701/2022	Mr Alejandro Segura
3205702/2022	Ms Sylvia Simpson
3205703/2022	Ms Maria Socorro Santos Sousa
3205704/2022	Mr Henry Stevens
3205705/2022	Mr Edmond Tafa
3205706/2022	Ms Katie Taylor
3205707/2022	Mr Paul Townley
3205708/2022	Mr Ian Tregus

3205709/2022	Mr Graham Turner
3205710/2022	Ms Wasana Udamulla
3205711/2022	Ms Francesca Vickery
3205712/2022	Mr Chris Webb
3205713/2022	Ms Nikki White