



# EMPLOYMENT TRIBUNALS

Claimant: Mr Luke Payne  
Mr Dean Payne

Respondents: (1) Welbeck House Limited (in creditors voluntary liquidation)  
(2) The Secretary of State for Business, Energy & Industrial Strategy

Heard at: Nottingham

On: 30 May 2023

Before: Employment Judge Victoria Butler

Representatives:

Claimants: In person

Respondents: Did not attend

## JUDGMENT

1. The claims were presented out of time, and it was not reasonably practicable for them to be presented in time. The claims were presented in a reasonable period thereafter and, therefore, the Tribunal has jurisdiction to hear them.
2. The 1st Respondent failed to comply with the requirements of s.188-190 of the Trade Union & Labour Relations (Consolidation) Act 1992 in relation to the Claimants. Accordingly, their claims for a protective award succeed.
3. The 1st Respondent is ordered to pay remuneration to both Claimants for a protected period of 90 days beginning on 30 April 2020.
4. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply to these awards.

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Employment Judge Victoria Butler

Date: 30 May 2023

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or 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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