

**IN THE (MIDLANDS WEST)
EMPLOYMENT TRIBUNAL**

CASE NO: see schedule annexed

Between

SEE SCHEDULE ANNEXED

Claimant

s - and -

DEBENHAMS RETAIL LIMITED (IN ADMINISTRATION)

Respondent

JUDGMENT

1. The claimants listed in the attached schedule to this Judgment (the "Claimants") were all employed by the First Respondent at their Leicester, St Peters Lane store.
2. On 9 April 2020, the First Respondent entered administration and Geoffrey Paul Rowley and Alastair Rex Massey (both of FRP Advisory, 2nd Floor, 110 Cannon Street, London, EC4N 6EU) were appointed as joint administrators ("Joint Administrators").
3. The Claimants were dismissed by the First Respondent by reason of redundancy on or after 31 May 2020.
4. The Claimants raised a complaint pursuant to section 189 of The Trade Union and Labour Relations (Consolidation) Act 1992 (the "Act") and are seeking a protective award in respect of failure to consult in accordance with s.188 and s.188A of the Act.
5. The Claimants were all assigned to an establishment where 20 or more redundancies were proposed by their employer within a period of 90 days. The First Respondent did not

fully inform and consult with the Claimants in accordance with the provisions of s.188 and s.188A of the Act.

6. The protected period should be 56 days from the date of the first dismissed (31 May 2020)
7. The Protective Award Payments will rank as unsecured claims in the insolvency of the First Respondent but some of the Protective Award Payments may be wholly recoverable from the Redundancy Payments Service.
8. There is no order requiring any party to pay or reimburse another party's costs or fees. Each party shall bear their own costs and fees.
9. For the avoidance of doubt, this Judgment applies to the listed Claimants only.
10. To the extent that the claim forms may have intimated any other claims they will stand dismissed automatically 14 days after the date of this order UNLESS the claimant writes in specifying any outstanding claim and providing administrator consent in respect thereof within that timeframe.

Employment Judge Broughton
Date: 17 November 2022

Annex

Title	First name	Surname	Case Number
Miss	Verity	Chiswell	2601804/2020
Ms	Kuly	Baynz	2601823/2020
Mrs	Tammy	Clayton	2601828/2020
Mrs	Linda	Lines	2601838/2020
Mrs	Nicola	Smith	2601840/2020
Miss	Kayleigh	Shuttleworth	2601860/2020
Miss	Jodie	Walton	2601862/2020
Miss	Katarzyna	Kugielewicz	2601864/2020
Mrs	Hafsa	Ikram	2601874/2020
Mrs	Vicki	Naish	2601990/2020
Miss	Sandra	Rawle	2602005/2020
Miss	Natalie	Gabb	2602483/2020
Miss	Zoe	Griffith	2602484/2020
Mrs	Ramila	Rajput	2602526/2020
Mr	Nigel	Ward	2602583/2020
Mrs	Indumati	Champaneri	2602586/2020
Mr	Paul Thomas	Atkinson	2602866/2020
Mrs	Krishna	Lodhia	2603173/2020
Miss	Claire	Spencer	2603174/2020
Mr	Stephen	Smethurst	2603202/2020
Mr	Raj	Patel	2603243/2020