

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

**CASE NO: see schedule annexed**

**Between**

**SEE SCHEDULE ANNEXED**

**Claimants**

**- 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 Market Street, Manchester 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 14 August 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 90 days from the date of the first dismissed (14 August 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: 22 December 2022

**Annex**

<b>Title</b>	<b>Firstname</b>	<b>Surname</b>	<b>Case Number</b>
Mr	Alan	Green	2205220/2020
Mrs	Barbara	Whiteley	2205527/2020
Ms	Loretta	Francioli	2205192/2020
Miss	Sally	Halliwell	2409437/2020
Ms	Zoya	Baig	2409438/2020
Mr	Michael	Manini	2409439/2020
Miss	Jessica	Simpson	2409440/2020
Miss	Louise	Spencer-Young	2409441/2020
Miss	Shannon	Matthews	2409442/2020
Mr	Kurt	Dale	2409443/2020
Mrs	Rebecca	Danko	2409444/2020
Miss	Catherine	Tinker	2409445/2020
Ms	Laura	Taylor	2409446/2020
Ms	Samantha	Eyre	2409447/2020
Ms	Katherine	Woloszczuk	2409448/2020
Mr	Alan	Green	2409449/2020
Mr	Brian	Myles	2409450/2020
Ms	Joanne	Grundy	2409451/2020
Ms	Donna	Summons	2409452/2020
Mr	Mat	Jacob	2409453/2020
Ms	Denise	Hayes	2409454/2020
Ms	Lily	Wilkinson	2409455/2020
Ms	Adrienne	Juniper	2409456/2020
Mr	Adam	Youd	2409457/2020
Ms	Georgia	Taylor	2409458/2020
Ms	Audrey	Stewart	2409459/2020
Ms	Hannah	Cheetham	2409460/2020
Mr	Shaun	Bryan	2409461/2020
Ms	Heather	Gibson	2409462/2020
Mr	Chris	Benson	2409463/2020
Ms	Rachel	Hodson	2409464/2020
Ms	Susan	Cooper	2409465/2020
Ms	Lauren	Hampton	2409466/2020

Ms	Kaitlyn	Smallman	2409467/2020
Ms	Olivia	Doherty	2409468/2020
Ms	Jane	Hardacre	2409469/2020
Ms	Deja	Taylor	2409470/2020
Mr	Leo	Romahnola	2409471/2020
Ms	June	Walsh	2409472/2020
Ms	Selina	Upton	2409473/2020
Mrs	Helen	Evans	2413350/2020
Miss	Lauren	Bradshaw	2418018/2020
Mrs	Catherine	Brooksbank	3314192/2020
Mr	Thomas	Hewitt	3314245/2020
Mrs	Lesley	Jackson	3314256/2020
Miss	Kiran	Kaur	3314262/2020