

**IN THE (MIDLANDS WEST)
annexed**

CASE NO: see schedule

EMPLOYMENT TRIBUNAL

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 Trafford Centre, 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 dismissal (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: 10 July 2023

Annex

Title	First name	Surname	Case Number
Mrs	Pauline	Brown	3314195/2020
Miss	Adrienne	Clegg	2418104/2020
Miss	Gemma	Dillon	2418105/2020
Miss	Kloe	Doherty	3314217/2020
Mr	Callum	Drake	2418065/2020
Ms	Janet	Fearnley	2418107/2020
Miss	Melissa	Forbes	2418585/2020
Mr	George	Francis	3314229/2020
Miss	Heather Anna	Gibson	2205041/2020
Miss	Jane	Hardacre	2205230/2020
Miss	Laila	Hasan	2418588/2020
Mrs	Caroline	Hawkins	2205235/2020
Mr	Thomas	Hayes	2418589/2020
Mrs	Elaine	Hilton	2418062/2020
Miss	Lauren	Hutchinson	2418060/2020
Mrs	Tracey	Large	2418108/2020
Mr	Donald	London	2418334/2020
Mrs	Alison	Millard	2418064/2020
Mrs	Jan	Molyneux	2418063/2020
Mrs	Karen	Newton	3314291/2020
Miss	Georgia	Notron	2418061/2020
Mr	Bilal	Patel	2418109/2020
Mrs	Lynne	Prince	2418059/2020
Mrs	Pauline	Ray	2205431/2020
Mrs	Jennifer	Ridley	2418106/2020
Miss	Jessica	Ring	3314312/2020
Ms	Wendy	Russell	2418110/2020
Mr	Ryan	Shaw	2205468/2020
Ms	Lindsey	Smith	3314327/2020
Mrs	Jayne	Stubbs	3314333/2020
Mrs	Kelly	Timms	3314342/2020
Miss	Michelle	Walters	2418613/2020
Ms	Tracy	White	3314353/2020
Mrs	Amanda	Wilkinson	3314355/2020
Miss	Lily Jane	Wilkinson	2205267/2020
Ms	Kendal	Wright	3314360/2020
Mr	Adam Peter	Youd	2205410/2020
Miss	Calandra	Young	2205551/2020