



EMPLOYMENT TRIBUNALS

BETWEEN

Claimants

and

Respondent

1. Mr M. Steele
2. Mr I. Herbert
3. Mrs A. Jeans

**Fiennes Restorations Ltd
(In administration)**

Held at: Exeter by Video

On: 30 November 2023

Before: Employment Judge Smail

Appearances

Claimant: Miss D Vanden-Berg (Counsel)

Respondent: No appearance

JUDGMENT

1. The Claimants were 3 of 25 employees of the Respondent who were dismissed for redundancy with immediate effect without prior consultation on 1 February 2023.
2. In breach of s.188(1B)(b)(ii) of the Trade Union & Labour Relations Act 1992, the Respondent failed to make arrangements for the election of employee representatives for the purposes of consultations to avoid redundancies, and further conducted no such consultations with any employees.
3. The Claimants are entitled to a protective award of 90 days' pay under s. 189 of the 1992 Act.
4. The protected period is 1 February 2023 to 2 May 2023.

**Case Number: 1403222/2023
1403223/2023
1403224/2023**

Employment Judge Smail
Date: 30 November 2023

Judgment sent to the parties on 18 December 2023

For the Employment Tribunal