



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr David Fox

**Respondents:** (1) Dako Construction Ltd (in administration)  
(2) Secretary of State for Business and Trade

**On:** 7 February 2024

**Before:** Employment Judge Ahmed (sitting alone)

**At:** Nottingham

## Representation

**Claimant:** In person

**Respondents:** No appearance or representation

## JUDGMENT

The decision of the Tribunal is that:

1. Dako Construction Ltd (in Administration) failed to comply with the requirements of sections 188 -190 of Trade Union and Labour Relations (Consolidation) Act 1992. The complaint for a protective award by the Claimant is therefore well-founded and succeeds.
2. Dako Construction Ltd (in Administration) is ordered to pay remuneration (that is a protective award) to the Claimant.
2. The protective award is for a period of 90 days beginning on 13 January 2023 being the date on which the first of the dismissals to which the complaint relates took effect.

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Employment Judge Ahmed

Date: 7 February 2024

JUDGMENT SENT TO THE PARTIES ON

....14 February 2024.....

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FOR THE TRIBUNAL OFFICE

**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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>