



EMPLOYMENT TRIBUNALS

Claimant: GMB Union

Respondent: (1) JDP Frames Limited (in Administration)
(2) Secretary of State for Business, Energy & Industrial Strategy

Heard at: Nottingham ET (in chambers) **On:** 16 January 2024

Before: Employment Judge McTigue sitting alone

Representation

Claimant: No appearance
First Respondent: No appearance
Second Respondent: No appearance

JUDGMENT

1. To all Claimants as listed on the attached Schedule, the Tribunal grants a declaration that the Claimants' complaint that the Respondent failed to comply with the requirements of Section 188 of the Trade Union Labour Relations (Consolidation) Act 1992, is well founded.
2. The Tribunal finds that there should be a protective award paid to the Claimants listed on the attached Schedule. The award shall be in respect of the protected period which begins with the date of the first of the dismissals to which the complaint relates, namely 8 April 2020, for a period of 90 days.
3. The Employment Protection (Recoupment of Jobseekers Allowance and Income Support) Regulations 1986 apply to these awards.

Employment Judge McTigue

Date: 16 January 2024

JUDGMENT SENT TO THE PARTIES ON

....02 February 2024.....

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Case No: 2602961/2020 and others
FOR THE TRIBUNAL OFFICE

Notes

- 1. A protective award is a two-stage process. The tribunal at this stage makes no financial award, but give a judgment that the claimants are entitled to a protective award in the terms set out above. The claimants must then seek payment of their individual awards from the respondent, quantifying the amount.**
- 2. Failure to pay (should that occur), or any dispute as to the amount payable, then becomes a matter for a further separate claim under s192 of the Trade Union and Labour Relations (Consolidation) Act 1992 for payment of the award.**
- 3. Written reasons will not be provided unless a written request is presented by any 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Schedule

<u>Claimant</u>			<u>Case Number</u>
Mr	Oliver	Anderson	2602962/2020
Mr	John	Crandley	2602963/2020
Mr	Brandon	Edwards Timms	2602964/2020
Miss	Chelsea	Garner	2602965/2020
Mr	Mark	Grimwade	2602966/2020
Mr	Simon	King	2602967/2020
Mr	David	Linford	2602968/2020
Mr	Paul	Locker	2602969/2020
Mrs	Alison	Longden	2602970/2020
Mr	P	Morley	2602971/2020
Mr	Simon	Needham	2602972/2020
Mr	Jody	Parker	2602973/2020
Mr	K	Sheldrick	2602974/2020
Mr	Daniel	Smith	2602975/2020
Mr	Carl	Smith	2602976/2020
Mr	Richard	Straw	2602977/2020
Mr	Andrew	Walker	2602978/2020
Mr	Mitchell	Walker	2602979/2020
Mr	Mark	Ward	2602980/2020
Mr	Brian	Wasilewski	2602981/2020
Mrs	Josephine	Watkins	2602982/2020
Mr	Paul	Wheatley	2602983/2020