



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Cornhill & Others

**Respondent:** (1) Kettle Interiors UK Ltd (in administration)  
(2) The Secretary of State for Business & Trade

**Upon** reading the claim forms, the second respondent's response and having given the parties an opportunity to make written representations.

## JUDGMENT

- (1) The respondent has failed to comply with a requirement of section 188 of the Trade Union & Labour Relations (Consolidation) Act 1992. The claim for a protective award succeeds.
- (2) The Tribunal makes a protective award in respect of the claimants who worked at the respondent's establishment at 5-7 Macadam Road, Earlstrees Industrial Estate, Corby, Northamptonshire, NN17 4JN and who were dismissed as redundant on or after 24 March 2023 that the employer pay remuneration for the protected period which begins on 24 March 2023 and is for a period of 90 days. The Recoupment Regulations apply.

## REASONS

1. The claimants were employed at the same establishment in 5-7 Macadam Road, Earlstrees Industrial Estate, Corby, Northamptonshire, NN17 4JN ("the establishment"), and were made redundant on or after 24 March 2023.
2. There were more than 20 employees at the establishment.
3. The claimants have presented their claims for a protective award within the statutory time limit.

4. There was not a recognised trade union nor elected employee representatives at the establishment.
5. 20 or more employees at the establishment were made redundant or placed at risk of redundancy, on or within 90 days of 24 March 2023.
6. The claimants were dismissed during this period without any consultation having taken place.
7. The first respondent, which is in administration, has not filed a response but its administrators acknowledge not consulting with the claimants about redundancies and have given consent to these claims proceeding. The second respondent has filed a response to assist the Tribunal only and has no direct knowledge of events. In these circumstances it would be disproportionate to convene a hearing.
8. There appears to be no reason to depart from the principle that protective awards are punitive and should be for the maximum period unless there are circumstances making it just not to do so.

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Regional Employment Judge Foxwell

Date: 1 May 2024

JUDGMENT SENT TO THE PARTIES ON

.....16 May 2024.....

.....S.Kent.....  
FOR THE TRIBUNAL OFFICE

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## Multiple Schedule

Multiple:

3300974 - KETTLE INTERIORS UK LIMITED

Case Number	Case Name
3307272/2023	Ms Melanie Cornhill -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307273/2023	Mr Aurel-Alexandru Vlad -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307274/2023	Mr Shaun Robert Fisher -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307275/2023	Mr Shazad Latif -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307276/2023	Mr Lauris Liberts -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307277/2023	Mr Radoslaw Adynowski -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307278/2023	Ms Michelle Riches -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307279/2023	Mr Sam Fraser -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307280/2023	Mr Krzysztof Nowacki -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307281/2023	Mr Piotr Grzesik -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307282/2023	Mr Dylan Robbie South -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307283/2023	Mr Aleksandrs Jerseslavcevs -v- KETTLE INTERIORS UK LIMITED (in administration)& Other
3307284/2023	Mr Erik Meszaros -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307285/2023	Ms Karolina Wroblewska -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307286/2023	Mr Justin-Danut Musteata -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307287/2023	Mr Aleksandrs Slesarevs -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307288/2023	Mr Marcin Stepien -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307289/2023	Mr Radoslaw Zubinski -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307290/2023	Mr Dominic-Adam Hearne -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307291/2023	Mr Glenn Baseley -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307292/2023	Mr Macauley McBride -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307293/2023	Ms Cosmina Bucur -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307294/2023	Mr Trevor Godfrey -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307295/2023	Mr Liam Urquhart -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307296/2023	Mr Eugenijus Dvinelis -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307297/2023	Ms Shannon Burnham -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307298/2023	Mr Stephen Bryce -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307299/2023	Mr Mateusz Siecinski -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307300/2023	Mr Damian Duda -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307301/2023	Mr Mark Kelly -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307302/2023	Mr Csaba Daroczi -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307303/2023	Mr Pawel Dolny -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307304/2023	Mr Patryk Jarenski -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307305/2023	Ms Karol Olubiec -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307306/2023	Mr Danny Boyle -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307307/2023	Mr Ksystof Bogdanovic -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307308/2023	Mr Andrei Ichim -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307309/2023	Mr Paul Green -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307310/2023	Mr Douglas March -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307311/2023	Mr Liam Hughes -v- KETTLE INTERIORS UK LIMITED (in administration) & Other
3307312/2023	Mr Aris Vendelis -v- KETTLE INTERIORS UK LIMITED (in administration) & Other

3307313/2023 Mr Matthew Hogg -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307314/2023 Mr Stewart Gavin -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307315/2023 Mr Aleksander Krawczyk -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307316/2023 Mr Anton Scripcaru -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307317/2023 Mr Florin Ilie -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307318/2023 Mr James Scott -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307319/2023 Mr Lucian Caloianu -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307320/2023 Mr Andrew Dalby -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307321/2023 Mr David Steven Godfrey -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307322/2023 Mr Cristian Bahmat -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307323/2023 Mr Bartosz Baranowski -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307324/2023 Mr Andrejs Klujevs -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307325/2023 Mr Stuart McGhie -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307326/2023 Ms Carolyn Hilliard -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307327/2023 Ms Corinne McCowatt -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307328/2023 Mr Zoltan Meszaros -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307329/2023 Mr Andrejs Nikiforovs -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307330/2023 Mr Maciej Dworski -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307331/2023 Mr Arkadiusz Szablinski -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307332/2023 Mr Nicholas March -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307333/2023 Mr Emil Florea -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307334/2023 Mr Gary Sharpe -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307335/2023 Ms Gabriel Florea -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307336/2023 Mr Daniel Crellin -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307337/2023 Mr Stuart Boyd -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307338/2023 Ms Stacy Faherty -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307339/2023 Mr Vladimirs Pozdnakovs -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307340/2023 Mr Robert Wallace -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307341/2023 Mr Alexandru Ster -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307342/2023 Mr Girts Ceplis -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307343/2023 Mr Matthew Shaun Gray -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307344/2023 Mr George James Brady -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307345/2023 Mr Eduard Sagun -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307346/2023 Mr Philip Althorpe -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307347/2023 Ms Monika Blad -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307348/2023 Mr Andrius Ubartas -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307349/2023 Mr Jason Lee William Oyston -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307350/2023 Mr Maciej Wroblewski -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307351/2023 Mr Malcolm Bradshaw -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307352/2023 Mr Lee Ferriby -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307353/2023 Mr Florian Vlad -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307354/2023 Mr Peter Smith -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307355/2023 Mr Sorin Marcuic -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307356/2023 Mr Jack Peter Bergin -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307357/2023 Mr Daniel Luciu -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307358/2023 Mr Geoffrey Brian Tyrrell -v- KETTLE INTERIORS UK LIMITED (in administration) & Other

3307359/2023 Ms Janet Elaine Vargerson -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307360/2023 Ms Lorraine Young -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307361/2023 Ms Chloe Fowler -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307362/2023 Ms Ingrida Polonskyte -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307363/2023 Mr Andrei Ciobanu -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307364/2023 Ms Chanelle Amin -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307365/2023 Mr Ryan Butler -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307366/2023 Ms Dionne Cooper -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307367/2023 Mr Stephen Broughton -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307368/2023 Mr Steven Wyatt -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307369/2023 Mr Mark Male -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307370/2023 Ms Lynne Morley -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307371/2023 Ms Erin Miller -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307372/2023 Ms Karen Fiske -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307373/2023 Mr Lukasz Budak -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307374/2023 Mr Piotr Rynk -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307375/2023 Mr Dariusz Miackowski -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307376/2023 Mr James Millar -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307377/2023 Ms Hannah Caddy -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307378/2023 Ms Jessica McAlindon -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307379/2023 Ms Mihai Ciucanu -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307380/2023 Ms Grace Kettle -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307381/2023 Mr Alexander Donnelly -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307382/2023 Ms Carla McIsaac -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307383/2023 Mr Adrian Ward -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307384/2023 Ms Melanie Cornhill -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307385/2023 Mr Andrew Lowe -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307386/2023 Mr Donald Murray -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307387/2023 Ms Charlotte March -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307388/2023 Mr Dominic MacDonald -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307389/2023 Mr Julie McCann -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307390/2023 Mr Chay Nunley-Peters -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307391/2023 Mr Stuart Caddy -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307392/2023 Mr Ian Kettle -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307393/2023 Mr James Kettle -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307394/2023 Mr Byron Purdy -v- KETTLE INTERIORS UK LIMITED (in administration) & Other  
3307395/2023 Mr Lee Purdy -v- KETTLE INTERIORS UK LIMITED (in administration) & Other