



EMPLOYMENT TRIBUNALS

Claimants: Mr M Mortlock, Mr J Lyon, Mr T Neal, Mr D Collins, Mr B Bartlett, Mr R Warren, Mr L Brookes, Mr J Brookes, Mr N Adcock, Mr K Thrower, Mr H Hembling-Baldwin, Mr T Griffiths, Mr D Hill, Mrs R Aymms, Mr M Smith, Mr T Sims, Mr C Lloyd, Mr S Gibbs, Mr A Davies, Mr D Lindsey, Mr A Palmer, Mr D Newton, Mrs J Witucka

Respondent: Polar Manufacturing Ltd (in Creditor's Voluntary Liquidation) (1)
Secretary of State for Trade and Business (2)

Heard at: Norwich Employment Tribunal

On: 4 April 2024

Before: Employment Judge Hutchings (sitting alone)

Representation

Claimant: Mr Mortlock and Mr Lyon

Respondent: did not attend

JUDGMENT

1. The Tribunal grants a declaration that the Claimants' complaints that the First Respondent failed to comply with the requirements of section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
2. The Tribunal finds that there should be a protective award paid to each of the Claimants, who were dismissed as redundant on 13 July 2023.
3. The award shall be in respect of the protected period which begins with the date of the Claimants' dismissals on 13 July 2023, for a period of 30 days (6 working weeks), that being the period claimed by the Claimants.
4. The Claimants are to be paid remuneration for the period of 30 days pursuant to section 190 (2) of the Trade Union and Labour Relations (Consolidation) Act 1992.
5. Each of the Claimants is to be paid 30 days remuneration.

Employment Judge Hutchings

4 April 2024

JUDGMENT SENT TO THE PARTIES ON

15 May 2024

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 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/>