



# EMPLOYMENT TRIBUNALS

**Claimants: Mr. C. Wilkinson and others**

**Respondent: Empire Cinemas Limited (in liquidation)**

**Heard at: Newcastle upon Tyne Employment tribunal via CVP**

**On 22 May 2024**

**Before: Employment Judge T.R. Smith**

**Representation**

**Claimants:**

**Mr. C. Wilkinson**

**Mr. K Hodgson**

**Ms. A. Henderson**

**Ms. M Brown**

**Respondent : No attendance**

**Written submissions from The Secretary of State for Business and Trade, as an interested party**

## JUDGMENT

1.The judgment of the Tribunal is that the claimants (as named in schedule 1) complaints under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 of a failure by the respondent to comply with the requirements of section 188 of the 1992 Act are well-founded.

2.The Tribunal awards those claimants named in schedule 1 a protective award. The Tribunal has not quantified the award as requested by The Secretary of State for Business and Trade.

3. The protective period is from 07 July 2023 and is for a period of 90 days
4. The judgment of the Tribunal is that the claimants (as named in schedule 2) complaints under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 of a failure by the respondent to comply with the requirements of section 188 of the 1992 Act are not well-founded and are dismissed.

### **Schedule one**

2501810/2023 Mr. Craig Wilkinson  
2501812/2023 Mr. Adam Mason  
2501813/2023 Mr. Andrew McAnaney  
2501816/2023 Miss Charlotte Burdon  
2501817/2023 Mr. Chris Davis  
2501819/2023 Miss Dana Young  
2501821/2023 Miss Diianeira Zympoulaki  
2501822/2023 Mr. Dylan Thynne  
2501823/2023 Mr. Eamon Elliot  
2501825/2023 Miss Faye Dunlop  
2501827/2023 Miss Georgia Godfrey  
2501831/2023 Mr. Karl Addison  
2501835/2023 Mr. Lee Elliot  
2501836/2023 Miss Louise Richardson  
2501838/2023 Mr. Michael Crewe  
2501839/2023 Mr. Michael Snowdon  
2501840/2023 Miss Millie Cooper  
2501842/2023 Mr. Morgan Williams

2501843/2023 Miss Rachel Alderson

2501844/2023 Miss Shaunie Lumsden

2501845/2023 Mr. Shay Knapp

2501846/2023 Miss Sophie-Louise Clavery

2501848/2023 Miss Tamzin Leah Ramsey

## **Schedule 2**

2501811/2023 Mr. Aaron Stewart

2501814/2023 Mrs Angela Henderson

2501815/2023 Mr. Anthony McGuinness

2501820/2023 Mr. Denholm Horsley

2501824/2023 Miss Emma Cox

2501826/2023 Miss Freya Millar

2501828/2023 Miss Hannah Pattison

2501829/2023 Ms. Jacqueline Davey

2501830/2023 Miss Kabita Nepali

2501832/2023 Miss Katelyn Carr

2501833/2023 Mr. Kieran Hodgson

2501834/2023 Miss Kirsty Letts

2501837/2023 Miss Maxine Hudson

2501841/2023 Miss Millie Brown

2501847/2023 Miss Stacey Davis

2501849/2023 Mrs Wendy Sells

Employment Judge **T.R.Smith**

Date 22 May 2024

## **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.

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## **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/>