



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Mr N Fairweather (1600577/2023)  
(2) Mr P Webb (1600713/2023)  
(3) Unite the Union (1601250/2023)

**Respondents:** (1) Team Precision Pipe Assembles Ltd (In Administration)  
(2) The Secretary of State for Business, Energy and Industrial Strategy

**Heard at:** By Video **On:** 3 July 2024

**Before:** Employment Judge S Moore

## Representation

**Claimants:** First and second claimant - In person  
Third claimant – Ms Skinner, Counsel

**Respondents:** Did not attend

# JUDGMENT

1. The first and second claimants' complaints under section 189 (1) (d) of the Trade Union and Labour Relations (Consolidation) Act 1992 ("TULRCA") of a failure by the first respondent to comply with the requirements of section 188 of TULRCA are well founded.
2. The third respondent's complaint under section 189 (1) (c) of the Trade Union and Labour Relations (Consolidation) Act 1992 ("TULRCA") of a failure by the first respondent to comply with the requirements of section 188 of TULRCA is well founded.
3. The first respondent is ordered to pay, by way of a protective award under S189 (3) of TULRCA, the first and second claimant a payment equivalent to remuneration for the period of 90 days beginning on 2 March 2023.
4. The first respondent is ordered to pay, by way of a protective award under S189 (3) of TULRCA, the former employees of the first respondent employed at its site at Capel Hendre, Ammanford dismissed on or after 2

**Case Nos: 1600577/2023, 1600713/2023 & 1601250/2023**

March 2023 in respect of whom the claimant trade union was recognised by the respondent for collective bargaining. The award is a payment equivalent to remuneration for the period of 90 days beginning on 2 March 2023.

5. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply to this award.

Employment Judge S Moore

Date: 3 July 2023

JUDGMENT SENT TO THE PARTIES ON 4 July 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

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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