



EMPLOYMENT TRIBUNALS

Claimant: Mrs B Cowley

Respondent: Springdew Limited (In Voluntary Liquidation) [1]
Secretary of State for Business and Trade [2]

Heard at: Port Talbot **On:** 8th October 2024

Before: Employment Judge G Duncan

Representation:

Claimants: Mr Veck, Counsel

Respondents: No attendance

JUDGMENT

It is the decision of Employment Judge G Duncan that:

1. The claim is well-founded in that the First Respondent failed to comply with its consultation obligations under Section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 before proposed redundancy dismissals took effect. There was no appointment of employee representatives or opportunity for election for representatives. No valid consultation was carried out. The Claimant was a Production Operator employed by the First Respondent at the establishment at Ystradgynlais, Swansea.
2. Under Section 189, the Tribunal makes a protective award in respect of the Claimant and the Respondent is ordered to pay a protective award of £7,268.40 for a protected period of 90 days beginning on 15 January 2024.
3. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply to this award.

Case Number:

Employment Judge G Duncan

Dated: 8th October 2024

JUDGMENT SENT TO THE PARTIES ON 9 October 2024

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS
Mr N Roche