



# EMPLOYMENT TRIBUNALS

- Claimants:** The claimants named in the Schedule 1 (“the Claimants”);
- Respondent:** Robinson Manufacturing Limited (in administration) (1)  
Secretary of State for Trade and Business (2)
- Heard at:** Cambridge Employment Tribunal (by CVP)
- On:** 8 November 2024
- Before:** Employment Judge Hutchings (sitting alone)

The case management hearing was converted pursuant to Rule 48 of the Employment Tribunals Rules of Procedure 2013 to a final hearing and the following Judgment given.

## 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 or after 4 May 2023.
3. The award shall be in respect of the protected period which begins with the date from the first of the Claimants’ dismissals (the first of which was 4 May 2023), for a period of 90 days, that being the period claimed by the Claimants.
4. The Claimants are to be paid remuneration for the period of 90 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 90 days remuneration.

Recoupment

6. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply to this award. The protected period is the period beginning on 4 May 2023.

Costs

7. There is no order as to costs.

Employment Judge Hutchings

8 November 2024

JUDGMENT SENT TO THE PARTIES ON

...28 November 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](http://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/>

**SCHEDULE 1: CLAIMANTS WITHIN THESE PROCEEDINGS**

3307971/2023	Robin Ardis
3307984/2023	Stacey (Staci) Burns
3307990/2023	Neil Clark
3307991/2023	Keith Clarke
3307994/2023	Samuel Cole
3307998/2023	Anthony Downing
3308003/2023	Ian Gallazi
3308004/2023	Alexander Gallazzi
3308016/2023	Darren Hiron
3308022/2023	Peter Marshall
3308023/2023	Susan Lilian Martin
3308035/2023	Benjamin Rowell
3308037/2023	Lee Sach
3308039/2023	Gary Souter
3308046/2023	Dean Thomas
3308049/2023	Rian Underwood
3308052/2023	Claire Watterston
3308053/2023	Carol Webb
3308056/2023	Ruth Williams
3308059/2023	Terry Wood