



EMPLOYMENT TRIBUNALS

Claimant: Mrs S McCoppin

Respondent:

1. Qube Qualifications and Development Limited
(in Creditors Voluntary Liquidation)
2. Secretary of State for Business & Trade

JUDGMENT

The judgment of the Tribunal is as follows:

Protective award

1. The respondent's premises at Bee House, 140 Eastern Avenue, Milton Park, Abingdon, Oxfordshire, OX14 4SB constituted an establishment for the purpose of s188 of the Trade Union and Labour Relations (Consolidation) Act 1992 ("TULR(C)A").
2. There was no recognised trade union or appointed or elected employee representatives for the purpose of s188(1B) of TULR(C)A.
3. The complaint that the respondent failed to comply with a requirement of s188 of TULR(C)A is upheld.
4. The Tribunal makes a protective award in favour of the claimant.
5. The respondent is ordered to pay to the claimant remuneration for the protected period of 90 days (or 12.86 weeks) beginning on 28 March 2023 of **£8,359**.

Notice pay

6. The complaint of breach of contract in relation to notice pay is well-founded.
7. The respondent shall pay the claimant **£4,626** as damages for breach of contract (equivalent of 9 weeks' pay). This figure has been calculated using net pay.

Credit

8. Credit is to be given for sums paid by the Redundancy Payments Service in relation to notice pay.

Approved by:

Employment Judge Shastri-Hurst

Date: 20 February 2025

JUDGMENT SENT TO THE PARTIES ON

.....20/02/2025.....

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FOR THE TRIBUNAL OFFICE

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