



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs N Golding & Others  
(see attached schedule)

**Respondent:** 1. Bowie Construction Ltd (in administration)  
2. Secretary of State for Business & Trade

## JUDGMENT

- (1) Trade Union & Labour Relations (Consolidation) Act 1992. The claim for a protective award succeeds.
- (2) The Tribunal makes a protective award in respect of the claimants who worked at the respondent's establishment at Unit 3, The Grip, Linton, Cambridgeshire CB21 4XN and who were dismissed as redundant on or after 13 March 2024 that the employer pay remuneration for the protected period which begins on 13 March 2024 and is for a period of 90 days. The Recoupment Regulations apply.

## REASONS

1. The claimants were employed at the same establishment at Unit 3, The Grip, Linton, Cambridgeshire CB21 4XN ("the establishment") and were made redundant on 13 March 2024.
2. There was no recognised trade union or elected employee representatives at the establishment.
3. 20 or more employees at the establishment were made redundant or placed at risk of redundancy, on or within 90 days of 13 March 2024.
4. The claimants were dismissed during this period without any consultation having taken place.

5. The last of the dismissals occurred on 13 March 2024, so all the claims have been presented within the time limit contained in section 189(5)(b) of the Trade Union & Labour Relations (Consolidation) Act 1992.
6. The first respondent, which is in administration, has filed a response and its administrators have given their consent to the claim for a protective award proceeding. The Secretary of State has filed a response to assist the Tribunal only and has no direct knowledge of events. In these circumstances it would be disproportionate to convene a hearing.
7. There is no reason to depart from the principle that protective awards are punitive and should be for the maximum period unless there are circumstances making it just not to do so.

Approved by:

**Regional Employment Judge Foxwell**

**Date: 2 April 2025**

JUDGMENT SENT TO THE PARTIES ON

.....4 April 2025.....

.....  
FOR THE TRIBUNAL OFFICE

**Notes**

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.

## MULTIPLES SCHEDULE

<b>Case Number</b>	<b>Claimant Name</b>
3306407/2024	Mrs Nicola Golding
3306408/2024	Mr Darren Heaton
3306409/2024	Mr Michael Dimambro
3306410/2024	Mr Marius Mureson
3306411/2024	Mrs Kirsty Heaton
3306412/2024	Mr Kyle Sinclair-Russell
3306413/2024	Mr Samuel Reynolds
3306414/2024	Mr Borris Grels
3306415/2024	Mr Luis Lopes
3306416/2024	Mr Deividas Gecevicius
3306417/2024	Mr Steven Craddock
3306418/2024	Mr Alex Stubbs



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