



EMPLOYMENT TRIBUNALS

Claimant: Mr V Gupta

Respondent: Silverbird Global Ltd (in administration)

Heard at: Reading **On:** 20 May 2025

Before:

Representation

Claimant: in person

Respondent: non-attendance

JUDGMENT

Protective award

1. The respondent's premises at One Canada Square, Canary Wharf, London 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 well-founded. The respondent was proposing to dismiss 20 or more employees at the above-named establishment within a period of 90 days or less, and no consultation took place as required by s188 of TULR(C)A.
5. The Tribunal orders the respondent by way of a protective award under section 189(3) of the Act to pay to the claimant a payment equivalent to remuneration for the period of 90 days beginning on 14 March 2024 ("the protected period").

Other claims

6. The claimant of unfair dismissal is dismissed upon withdrawal.
7. The claim for a redundancy payment is dismissed upon withdrawal.

Approved by

Employment Judge Shastri-Hurst

Date: 20 May 2025

JUDGMENT SENT TO THE PARTIES
ON 12 June 2025

FOR THE TRIBUNAL OFFICE

Note

Written reasons will not be provided unless 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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Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.