



EMPLOYMENT TRIBUNALS

Claimant: **Stuart Joyce**
 GMB Trade Union & others
 Daniel Grainger & others
 Paul Metcalfe

Respondent: **Fablink (Evenwood) Ltd in Administration**

Interested Party: **Secretary of State for Business and Trade**

JUDGMENT BY CONSENT

The Judgement of the Tribunal is: -

1. The Tribunal orders the respondent, by way of protective award under section 189(3) of the 1992 Act, to pay a protective award equivalent to remuneration for the period of 90 days beginning on 7 January 2025 to:-
 - 1.1.all individual claimants listed in Schedule A to this judgment who worked at the respondent's site at Evenwood and who were dismissed as redundant between 7 January and 31 January 2025; and
 - 1.2.all employees covered by the collective bargaining agreement between GMB and the respondent, who worked at the respondent's site at Evenwood, and who were dismissed as redundant between 7 January and 31 January 2025, which includes but is not limited to those employees referred to in Schedule B. For the avoidance of doubt, the relevant collective bargaining agreement covered all hourly paid employees up to and including Team Leaders but excluding Supervisors, Office Employees, Managers, and Personal Contract Holders employed at the respondent's sites at Evenwood and Tursdale.
2. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply to these awards. In each case the protected period is the period of 90 days beginning on 7 January 2025.

3. Subject to the normal categories of preferential debts set out in Schedule 6 of the Insolvency Act 1986, any payments made by the First Respondent (rather than the Secretary of State) pursuant to this Judgment will be paid as an unsecured dividend.
4. The claims of the claimants set out at schedule B are withdrawn.
5. There should be no order as to costs.

Approved by:

Employment Judge Childe

29 June 2026

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/

Schedule A

Stuart Joyce (2500187/2025 & 2501559/2025)
Neale Hamilton (2500342/2025)
Alan Fortes (2500388/2025)
Brendan Mullen (2500395/2025)
Daniel Grainger (2500383/2025)
David Smith (2500413/2025)
Debra Thompson (2500391/2025)
Ian Singlewood (2500418/2025)

John Garrod (2500402/2025)
Justin Wall (2500419/2025)
Kurt McCormack (2500411/2025)
Michael Johnson (2500393/2025)
Paul Davidson (2500399/2025)
Shannon Vickers (2500397/2025)
Stephen Leonard (2500410/2025)
Steven Nevison (2500386/2025)
Victoria Cason (2500421/2025)
Wayne Jones (2500404/2025)
Paul Metcalfe (2500526/2025)

Schedule B

Ciaran Anderson (2500334/2025)
Malcolm Bell (2500335/2025)
Darren Brown (2500336/2025)
Christopher Caygill (2500337/2025)
Thomas Dobson (2500338/2025)
Mark Elstob (2500339/2025)
Scott Grimes (2500340/2025)
Ian Hallimond (2500341/2025)
David Horner (2500343/2025)
Simon Hosey (2500344/2025)
Jonathon Hubery (2500345/2025)
Allan Hulme (2500346/2025)
Garry Hutchinson (2500347/2025)
Cameron Inglis (2500348/2025)
Ross Jardine (2500349/2025)
Karl Jenner (2500350/2025)
Kurt Jennings (2500351/2025)
Dariusz Kowalczyk (2500351/2025)
Marcin Lukasiewicz (2500353/2025)
John Maddison (2500354/2025)
Richard Mattinson (2500355/2025)
Dylon Measor (2500356/2025)
Mark Moffatt (2500357/2025)
Ryan Murphy (2500358/2025)
Bogdan Panus (2500359/2025)
Steven Parr (2500360/2025)
Patryk Peruzynski (2500361/2025)
Callum Riley (2500362/2025)
Graeme Shoulder (2500363/2025)
Richard Smith (2500364/2025)
Steven Smith (2500365/2025)
Lewis Stabler (2500366/2025)
Krzysztof Staszowski (2500367/2025)
Derek Wilson (2500368/2025)
Alan Dale (2500414/2025)
Bradley Roberts (2500390/2025)
Brian Sayers (2500417/2025)
Christopher Ayre (2500423/2025)

Clayton Moffatt (2500415/2025)
Daniel Eddison (2500387/2025)
Darren Bromley (2500408/2025)
Daryl Patterson (2500400/2025)
David Griffiths (2500422/2025)
Declan Cooper (2500405/2025)
Edward Umpelby (2500416/2025)
Ian Golightly (2500406/2025)
Ian Swainson (2500409/2025)
Imran Miah (2500401/2025)
Isaac Die (2500385/2025)
John Zachary Nattrass (2500424/2025)
Kevin Patterson (2500403/2025)
Kieran Cooper (2500412/2025)
Lee Stelling (2500420/2025)
Liam Slater (2500383/2025)
Mark Howard (2500396/2025)
Ricky Cliff (2500407/2025)
Stephen Allison (2500394/2025)
Stephen Howe (2500384/2025)
Terry James (2500389/2025)
Joshua Walton (2501405/2026)
David Geraty (2501406/2026)
Ashley Johnson (2501407/2026)