



EMPLOYMENT TRIBUNALS

Claimant: Mark Higgins

Respondent: ARJ Construction Limited (In creditors voluntary liquidation)

Heard at: Bury St Edmunds (by video)

On: 13 July 2026

Before: Employment Judge Graham

Representation

Claimant: Self representing

Respondent: No attendance

JUDGMENT

1. The Respondent failed to comply with s. 188 Trade Union and Labour Relations (Consultation) Act 1992. The claim for a protective award succeeds.
2. The Claimant was made redundant on 29 April 2024, and the Tribunal makes a protective award in favour of the Claimant. The start date of the protected period began on 29 April 2024 ;and the award is for 90 days.

Approved by:

Employment Judge Graham
13 July 2026

JUDGMENT SENT TO THE PARTIES ON
17 August 2026

.....
.....
FOR THE TRIBUNAL OFFICE

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full 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 claimant(s) and respondent(s).

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/