

Case Nos: 3300135/2025; 3300137/2025; 3300138/2025; 3300139/2025;
3300140/2025; 3300141/2025; 3300142/2025; 3300143/2025; 3300144/2025;
3300145/2025; 3300146/2025; 3300147/2025; 3300148/2025; 3300150/2025;
3300151/2025; 3300152/2025; 3300153/2025; 3300154/2025; 3300155/2025;
3300156/2025



EMPLOYMENT TRIBUNALS

Claimants: Mr A Long and others

Respondent: Total Home Delivery Ltd

Heard at: Norwich Employment Tribunal (in public)

On: 5 June 2026

Before: Employment Judge Gordon Walker (sitting alone)

Appearances

For the claimants: Mrs Long

For the respondent: Did not attend

JUDGMENT

Protective award

1. The respondent's premises at Star House, Brunel Way, Thetford, Norfolk, IP24 1HP 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 claimants.

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3300156/2025**

5. The Tribunal orders the respondent by way of a protective award under section 18(3) of TULR(C)A to pay to the claimant a payment equivalent to remuneration for the period of 90 days beginning on 17 September 2024.

Approved by:

Employment Judge Gordon Walker

Date 5 June 2026

JUDGMENT SENT TO THE PARTIES ON

.....14 July 2026

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FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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.

If there are written full reasons for the judgment, they are also published.

Reasons for the judgment having been given orally at the hearing, 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.

The reasons given orally were the full reasons, and therefore the written full reasons would be provided if there was such a request.

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3300135/2025	Mr Andrew Long
3300137/2025	Alison Sayer
3300138/2025	Mr Gary Fiander (Deceased)
3300139/2025	Mrs Leanne Howard
3300140/2025	Mr Kevin Younger
3300141/2025	Mr Stephen Wilson
3300142/2025	Mr Kyle Grimwood
3300143/2025	Mr Lukasz Dworaczynski
3300144/2025	Mr Jack Cottenden
3300145/2025	Mr Paul Baldwin
3300146/2025	Mr Andrew Greenhouse
3300147/2025	Mr Adam Hoggett
3300148/2025	Natalie Francom
3300150/2025	Mr William Fosker
3300151/2025	Mr Ellis Dickens
3300152/2025	Mr Stuart Ormrod
3300153/2025	Mr Andrew Scott
3300154/2025	Mr Scott Barker
3300155/2025	Mr Barry Glister
3300156/2025	Mr Robin Harrowing