



EMPLOYMENT TRIBUNALS

Claimant: Mr Ashley Hunter & Others
(See attached schedule)

Respondent: Universal Pharmacy Limited

Heard at: Norwich by CVP **On:** 14 September 2026

Before: Employment Judge M Warren

Representation
Claimant: Mr Jacob Morton, (one of the Claimants)
Respondent: Did not attend

JUDGMENT

The Judgment of the Tribunal is that Mr Ashley Hunter's complaint under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 of a failure by the respondent to comply with the requirements of section 188 of the 1992 Act succeeds. The Tribunal orders the respondent by way of protective award under section 189(3) of the 1992 Act to pay to all employees, who are the other named claimants in these proceedings, dismissed for redundancy between 7 and 21 July 2025, remuneration for the period of 63 days beginning on 7 July 2025. The Recoupment Regulations apply.

Approved by:

Employment Judge M Warren

14 September 2026

JUDGMENT SENT TO THE PARTIES ON

.....2 October 2026.....

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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/

Case Number	Claimant Name
3304521/2025	Mr Jacob Morton
3304522/2025	Mr Ashley Hunter
3304523/2025	SHANIE ANDERSON
3304524/2025	AMANDA LOWE
3304525/2025	TRACY CARTER
3304526/2025	MICHAELA WARD
3304527/2025	LAUREN JAMES
3304528/2025	MARGARET BROWN
3304529/2025	TRACY GARDNER
3304530/2025	JAMES MURPHY
3304531/2025	MATTHEW BROOKS
3304532/2025	SALLY ANN FRAZER
3304533/2025	CLAIRE BARKER
3304534/2025	GRAHAM PARRY
3304535/2025	ANDREW DYE
3304537/2025	LEANNE DAVIES
3304538/2025	ROWENA KIRK
3304539/2025	JO STACEY
3304540/2025	ROBYN PENN
3305237/2025	Mr Douglas Peters