



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimants

AND

Respondents

Mr J Everett and 111 others

Secretary of State for Business, Energy and Industrial Strategy (1)
SHB Realisations Limited (in administration) (2)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT: London Central

ON: 12 and 13 April 2017

EMPLOYMENT JUDGE: Dr S J Auerbach

MEMBERS: Mr R Lucking
Mr S Godecharle

Appearances

For the Claimants: Dr E Morgan, counsel

For the First Respondent: Mr B Adams, counsel

For the Second Respondent: No attendance

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

- 1 The names of the individual Claimants appear on the schedule attached to this judgment.

Case Numbers: 2206332/2016 and 2207850/2016 and others

- 2 The claims of each of the Claimants that the Second Respondent failed to comply with all the requirements of section 188 Trade Union and Labour Relations (Consolidation) Act 1992, in respect of each of them, are well founded.
- 3 The Tribunal makes 112 protective awards, in respect of such failures by the Second Respondent, being one upon the claim of each Claimant.
- 4 The description of employees to which the protective award made on the claim of a given Claimant relates is, in that case, that same Claimant (and no one else).
- 5 In respect of each and all of the protective awards the protected period is 90 days.
- 6 Save as provided in paragraph 7, in respect of each and all the protective awards the protected period begins on 3 June 2016.
- 7 In respect of the protective awards made on the claims of the following Claimants the respective protected periods begin on the following dates:

Iain McClurg	12 August 2016
Samantha Davis	15 July 2016
Mark O'Horan	29 July 2016
Amanda Doran	29 July 2016
Trushal Patel	12 July 2016
Harriett Carter	18 July 2016
Chris Bunning	30 June 2016
Jessica Gibbs	12 August 2016
Cassandra Savage	13 August 2016
- 8 The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply.

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- 9 The Second Respondent is ordered to pay costs of (a) one payment of £90 to Mr Everett in respect of his issue fee; (b) one payment of £1000 to the other Claimants (as a group) in respect of their issue fee; and (c) one payment of £3800 to all of the Claimants (as a group) in respect of their hearing fee.

Employment Judge Auerbach
19 April 2017

IN THE EMPLOYMENT TRIBUNAL

BEFORE EMPLOYMENT JUDGE AUERBACH and Members

BETWEEN:

MISS R CLIFFORD AND ORS

Claimants

-and-

SECRETARY OF STATE FOR BUSINESS
ENERGY AND INDUSTRIAL STRATEGY AND ORS

Respondents

Appendix to Closing Submissions – Claimant schedule¹

No	Name
1	Armfield, Erica
2	Balfour, Carolyn
3	Barnes, Mark
4	Bates, Megan
5	Bell, Chelsey
6	Blake, Gina
7	Brady, Louise
8	Brazell, Zara
9	Brunnock, Laura
10	Buckley, Philippa
11	Bunning, Chris
12	Burke, Alan
13	Cann, Charlotte
14	Carroll, Julie
15	Carter, Harriett
16	Charalambous, Marina
17	Churchill, Joanne
18	Clements, Derek
19	Clifford, Rachel
20	Collier, Jane
21	Cox, Steven
22	Craig, Mark
23	Crask, Emma

¹ Taken from Conciliation Certificates within the Hearing Bundle.

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24	Crawford Taylor, Adam
25	Davies, Sarah
26	Davis, Samantha
27	Deans, Ashley
28	Denham, Lynda
29	Depala, Sudhir
30	Doran, Amanda
31	Dufour, Louise
32	Easton, Chris
33	Egan, Elaine
34	Emerson, Simon
35	Everett, James
36	Feliu Gomis, Melia
37	Felles, Victoria
38	Ford, Chris
39	Freeman, Rod
40	Garrett, Claire
41	George, Mark
42	George, Pauline
43	Gibbs, Jessica
44	Gibson, Charlotte
45	Greene, Ellen
46	Hardwick, Elaine
47	Harnett, Rita
48	Harris, Jodie
49	Healey, Kathryn
50	Henley, Leanne
51	Holland, Jonathan
52	Huggett, Kathryn
53	Huseyin Derya
54	Johnson, Laura
55	Jones, Felicity
56	Jones, Gary
57	Keely, Susan
58	Kumari, Santosh
59	Leach, Jade
60	Leach, Michael
61	Leahy, Peter
62	Leigh, Elaine
63	Lord, Alexander
64	Lunford, Antonia
65	Madden, Alexandra Louise
66	Majewska, Eliza
67	Marhsall, Jill
68	McClurg, Iain
69	McKenna, Claire
70	Minter, Stephanie
71	Moore, Natalie

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72	Morgan, Martin
73	O’Gorman, Rebecca
74	O’Horan, Mark
75	O’Sullivan, Ciaran Anthony
76	Paabort, Jane
77	Patel, Sonal
78	Patel, Trushal
79	Pegram, Steven
80	Pellowe, Dawn
81	Pereira, Audrey
82	Petre, Sadie
83	Pretty, Andrew
84	Quinn, Debbie
85	Redfern-White, Caroline
86	Riley, Pam
87	Russell, Laura
88	Sanders, Hollie
89	Savage, Cassandra
90	Selby, Mark
91	Sherick, Rachelle
92	Simpson, Lorna
93	Single, James
94	Sloan, Brian
95	Smidth, Luise
96	Smith, Alexandra Jayne
97	Smith, Helen
98	Smith, Kayleigh
99	Solis, Danielle
100	Spellman, Lauren
101	Smith, Bepala
102	Sukhdeep, Barmi
103	Tanner, Caroline
104	Thompson, Lauren
105	Thompson, Lee
106	Thornton, Hayley
107	Umpleby, Sue
108	Walker, Abigail
109	Walsh, Fiona
110	West, David
111	Wittich, Charlotte
112	Yaghooti, Suzanne
113	Young, Emma
114	Young, Joanne