Case Number: - 3313203/2022;

3313696/2022; 2602686/2022; and 3300598/2023.



EMPLOYMENT TRIBUNALS

Claimant Respondent

Mrs Sandra Roberts and Others

v (1) Transitions UK (in Administration);
(2) Secretary of State for Business,
Energy & Industrial Strategy

Heard at: Cambridge (by CVP) On: 27 March 2024

Before: Employment Judge M Ord

Appearances

For the Claimants: Mrs S Roberts, Mrs L Ball and Mrs H Mace (formerly

Barlow) - all In Person

For the Respondents: Neither attended, nor were they represented

DECLARATION of ENTITLEMENT to PROTECTIVE AWARDS

- 1. The First Respondent failed to comply with their duties under s.188 of the Trade Union and Labour Relations (Consolidation) Act 1992 by failing to consult properly or at all the Claimants regarding proposed redundancies.
- 2. Each Claimant is therefore entitled to a protective award for such failure.
- 3. The redundancies all took affect on 22 September 2022.
- 4. The Claimants were told on 9 September 2022 that they would all be made redundant and not paid for any work done after that date. There was no prior consultation.
- 5. The appropriate period for a protective award under s.189 of the Act is 56 days. The Respondent made a total of 28 employees redundant on 22 September 2022 without proper consultation.

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- 6. The period covered by the protective award is 56 days, from 22 September 2022 to 17 November 2022.
- 7. The sums awarded by way of Protective Awards to each of the Claimants is as follows:-
 - 7.1. Case Number: 2602686/2022 the Claimant: Mrs Lisa Ball
 - 7.1.1. The Claimant's weekly wage was £637.08 and her Protective Award is: £5,384.64;
 - 7.2. Case Number: 3300598/2023 the Claimant: Mrs Harriet Mace (formerly Harriet Barlow)
 - 7.2.1. The Claimant's weekly wage was £548.08 and her Protective Award is: £4,384.64;
 - 7.3. Case Number: 3313203/2022 the Claimant: Mrs Sandra Roberts
 - 7.3.1. The Claimant's weekly wage was £458.33 and her Protective Award is: £3,666.64;
 - 7.4. Case Number: 3313682/2022 the Claimant: Mr Jake Brown
 - 7.4.1. The Claimant's weekly wage was £576.92 and his Protective Award is: £4,615.36;
 - 7.5. Case Number: 3313683/2022 the Claimant: Ms Claire Burns
 - 7.5.1. The Claimant's weekly wage was £417.31 and her Protective Award is: £3,338.48;
 - 7.6. Case Number: 3313685/2022 the Claimant: Ms Charlie Dixon-Prior
 - 7.6.1. The Claimant's weekly wage was £615.39 and her Protective Award is: £4,923.12;
 - 7.7. Case Number: 3313687/2022 the Claimant: Ms Scarlett Fymruk
 - 7.7.1. The Claimant's weekly wage was £500.00 and her Protective Award is: £4,000.00;
 - 7.8. Case Number: 3313691/2022 the Claimant: Ms Olivia Lee
 - 7.8.1. The Claimant's weekly wage was £270.77 and her Protective Award is: £2,166.16; and

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7.9. Case Number: 3313696/2022 – the Claimant: Ms Michalina Wegierska

7.9.1. The Claimant's weekly wage was £305.45 and her Protective Award is: £2,443.60.

4 April 2024
Employment Judge M Ord
Sent to the parties on: .28/05/2024
For the Tribunal Office.

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Recording and Transcription

Please note that if a Tribunal Hearing has been recorded you may request a transcript of the recording, for which a charge is likely to be payable in most but not all circumstances. 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:

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