



# EMPLOYMENT TRIBUNALS

**Claimants:** Miss Champness 3306810/2018  
Mrs C Waite 3307329/2018  
Mr L Waite 3306827/2018  
Mr Kidd 3307395/2018  
Mr Biggleston 3306856/2018  
Mr Brand 3306857/2018  
Mr Roach 3306873/2018  
Miss Salerno 3306874/2018  
Mr Ramsey 3331386/2018

**First Respondent:** Russell Hume Limited (in administration)

**Second Respondent:** Secretary of State for Business, Energy, and Industrial Strategy

**Heard at:** Watford Employment Tribunal

**On:** 21 January 2019

## Appearances

**For the claimants:** In person (except for Mr Kidd)

**For the respondents:** no appearance

**Before:** Employment Judge Bartlett sitting alone

# JUDGMENT

- (1) The first respondent failed to comply with section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992.
- (2) The tribunal makes a protective award in respect of all the claimants.
- (3) The first respondent must pay remuneration to all the claimants for the period of 90 days. This begins on 19 February 2018.
- (4) The first respondent is reminded of its obligations under regulation 6 of the Employment Protection (Recoupment of Benefits) Regulations 1996 to provide employee information to the Department for Work and Pensions. The tribunal also reminds the first respondent of the effect of regulation 7 of those regulations, namely that the protective award is stayed until the Department serves a recoupment notice or indicates that no such notice is

**Case No: 3306810/2018 & Ors**

to be served. By regulation 8, the first respondent will be under a duty to make payments to the Department of the amounts set out in the recoupment notice. The first respondent should consult the regulations themselves for their full meaning.

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Employment Judge Bartlett

Dated: 22 January 2019

JUDGMENT SENT TO THE PARTIES ON

.....18 February 2019.....

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FOR THE TRIBUNAL OFFICE