



EMPLOYMENT TRIBUNALS

Claimants: Mr P Hughes and the other 183 claimants whose names are set out in the Schedule hereto

Respondent: (1)G H A Coaches Ltd (In Administration)
(2) The Secretary of State for Business Energy and Industrial Strategy

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

The first respondent, through its Administrators' letter of 3 October 2016 having stated that it consents to the claim proceeding, and no response having been received from the first respondent to the claim,

IT IS THE JUDGMENT OF THE TRIBUNAL THAT:

1. The first respondent failed to comply with the requirements of s.188 or s.188A of the Trade Union & Labour Relations (Consolidation) Act 1992.
2. The claimants are each entitled to a protective award. The protected period for the purposes of the award is 90 days from 8 July 2016, when the first dismissal took effect, and each claimant is entitled to be paid remuneration in respect of this period.
3. The first respondent is ordered to pay the said remuneration to the claimants, together with tribunal fees of **£1000.00**.
4. No award is made against the second respondent.

**EMPLOYMENT JUDGE HOLMES
JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 14 MARCH 2017**

**JUDGMENT SENT TO THE PARTIES ON
15 March 2017**

Case No. 2404142/2016 & others

AND ENTERED IN THE REGISTER

FOR SECRETARY OF THE TRIBUNALS

Multiple Schedule

Case Number Case Name

2404142/2016	Mr Philip Hughes -v- GHA Coaches Ltd (in administration) & Others
2404143/2016	Mr Kenneth Armstrong -v- GHA Coaches Ltd (in administration) & Others
2404144/2016	Mr James Bailey -v- GHA Coaches Ltd (in administration) & Others
2404145/2016	Mr Jeremy Bates -v- GHA Coaches Ltd (in administration) & Others
2404146/2016	Ms Laura Beech -v- GHA Coaches Ltd (in administration) & Others
2404147/2016	Mr Anthony Bennion -v- GHA Coaches Ltd (in administration) & Others
2404148/2016	Mr Shaun Bennion -v- GHA Coaches Ltd (in administration) & Others
2404149/2016	Ms Nicola Benson -v- GHA Coaches Ltd (in administration) & Others
2404150/2016	Mr Bob Benson -v- GHA Coaches Ltd (in administration) & Others
2404151/2016	Mr Jamie Benson -v- GHA Coaches Ltd (in administration) & Others
2404152/2016	Mr Christopher Benson -v- GHA Coaches Ltd (in administration) & Others
2404153/2016	Mr Andrew Beveridge -v- GHA Coaches Ltd (in administration) & Others
2404154/2016	Mr Janice Blair -v- GHA Coaches Ltd (in administration) & Others
2404155/2016	Mr Antonio Botelho -v- GHA Coaches Ltd (in administration) & Others
2404156/2016	Ms Carla Botelho -v- GHA Coaches Ltd (in administration) & Others
2404157/2016	Mr Dean Bowles -v- GHA Coaches Ltd (in administration) & Others
2404158/2016	Mr Peter Bradshaw -v- GHA Coaches Ltd (in administration) & Others
2404159/2016	Mr Alan Braithwaite -v- GHA Coaches Ltd (in administration) & Others
2404160/2016	Mr Stephen Bryce -v- GHA Coaches Ltd (in administration) & Others
2404161/2016	Mr Martin Burke -v- GHA Coaches Ltd (in administration) & Others
2404162/2016	Mr Dave Bushell -v- GHA Coaches Ltd (in administration) & Others
2404163/2016	Mr Stephen Bustin -v- GHA Coaches Ltd (in administration) & Others
2404164/2016	Mr Paul Caine -v- GHA Coaches Ltd (in administration) & Others
2404165/2016	Ms Hazel Cargius -v- GHA Coaches Ltd (in administration) & Others
2404166/2016	Mr Graham Carlyon -v- GHA Coaches Ltd (in administration) & Others
2404167/2016	Mr Dave Caron -v- GHA Coaches Ltd (in administration) & Others
2404168/2016	Mr Mark Carroll -v- GHA Coaches Ltd (in administration) & Others
2404169/2016	Mr Donna Carter -v- GHA Coaches Ltd (in administration) & Others
2404170/2016	Mr Stephen Carter -v- GHA Coaches Ltd (in administration) & Others
2404171/2016	Ms Sharon Carter -v- GHA Coaches Ltd (in administration) & Others
2404172/2016	Mr Timothy Cartwright -v- GHA Coaches Ltd (in administration) & Others
2404173/2016	Ms Lauren Cartwright -v- GHA Coaches Ltd (in administration) & Others
2404174/2016	Mr Gabriel Jose MacEdo Carvalho -v- GHA Coaches Ltd (in administration) & Others
2404175/2016	Mr Andrew Cawley -v- GHA Coaches Ltd (in administration) & Others
2404176/2016	Mr Joseph Chadwick -v- GHA Coaches Ltd (in administration) & Others
2404177/2016	Mr Andrew Chard -v- GHA Coaches Ltd (in administration) & Others
2404178/2016	Mr Simon Charsley -v- GHA Coaches Ltd (in administration) & Others
2404179/2016	Mr Jonathan Clements -v- GHA Coaches Ltd (in administration) & Others
2404180/2016	Mr Vasco Costa -v- GHA Coaches Ltd (in administration) & Others
2404181/2016	Mr Ian Croombs -v- GHA Coaches Ltd (in administration) & Others
2404182/2016	Mr David Davies -v- GHA Coaches Ltd (in administration) & Others
2404183/2016	Mr Berwyn Davies -v- GHA Coaches Ltd (in administration) & Others
2404184/2016	Mr Anton Davies -v- GHA Coaches Ltd (in administration) & Others
2404185/2016	Mr Andrew Dean -v- GHA Coaches Ltd (in administration) & Others
2404186/2016	Mr Kenneth Dean -v- GHA Coaches Ltd (in administration) & Others
2404187/2016	Mr Anthony Denman -v- GHA Coaches Ltd (in administration) & Others

Case No. 2404142/2016 & others

2404188/2016 Mr Carlos Dias -v- GHA Coaches Ltd (in administration) & Others
2404189/2016 Mr Terry Dibbens -v- GHA Coaches Ltd (in administration) & Others
2404190/2016 Ms Doreen Angela Done -v- GHA Coaches Ltd (in administration) & Others
2404191/2016 Mr Richard Done -v- GHA Coaches Ltd (in administration) & Others
2404192/2016 Mr Samuel Dowling -v- GHA Coaches Ltd (in administration) & Others
2404193/2016 Mr Ronald Dutton -v- GHA Coaches Ltd (in administration) & Others
2404194/2016 Ms Tracey Dykes -v- GHA Coaches Ltd (in administration) & Others
2404195/2016 Ms Lesley Eden -v- GHA Coaches Ltd (in administration) & Others
2404196/2016 Ms Wendy Edwards -v- GHA Coaches Ltd (in administration) & Others
2404197/2016 Mr Trefor Edwards -v- GHA Coaches Ltd (in administration) & Others
2404198/2016 Mr James Evans -v- GHA Coaches Ltd (in administration) & Others
2404199/2016 Mr Luis Ferreira -v- GHA Coaches Ltd (in administration) & Others
2404200/2016 Mr Phillip Forrester -v- GHA Coaches Ltd (in administration) & Others
2404201/2016 Mr Robert Forster -v- GHA Coaches Ltd (in administration) & Others
2404202/2016 Mr David Geoffrey Foulkes -v- GHA Coaches Ltd (in administration) & Others
2404203/2016 Ms Janet Fowles -v- GHA Coaches Ltd (in administration) & Others
2404204/2016 Mr Robin Garston -v- GHA Coaches Ltd (in administration) & Others
2404205/2016 Mr Tomasz Gasiorek -v- GHA Coaches Ltd (in administration) & Others
2404206/2016 Mr Joel Gomes -v- GHA Coaches Ltd (in administration) & Others
2404207/2016 Mr Dennis Goodwin -v- GHA Coaches Ltd (in administration) & Others
2404208/2016 Mr Ronald Goodwin -v- GHA Coaches Ltd (in administration) & Others
2404209/2016 Mr Stephen Goulding -v- GHA Coaches Ltd (in administration) & Others
2404210/2016 Mr Philip Graham -v- GHA Coaches Ltd (in administration) & Others
2404211/2016 Mr Simon Green -v- GHA Coaches Ltd (in administration) & Others
2404212/2016 Mr Neil Edward Grief -v- GHA Coaches Ltd (in administration) & Others
2404213/2016 Mr Shawn Griffiths -v- GHA Coaches Ltd (in administration) & Others
2404214/2016 Mr Keith Griffiths -v- GHA Coaches Ltd (in administration) & Others
2404215/2016 Mr Thomas Martin Hanmer -v- GHA Coaches Ltd (in administration) & Others
2404216/2016 Mr Michael Hanwright -v- GHA Coaches Ltd (in administration) & Others
2404217/2016 Ms Wendy Harker -v- GHA Coaches Ltd (in administration) & Others
2404218/2016 Mr John Harmer -v- GHA Coaches Ltd (in administration) & Others
2404219/2016 Mr Martyn Harvey -v- GHA Coaches Ltd (in administration) & Others
2404220/2016 Mr Andrew Hazeldine -v- GHA Coaches Ltd (in administration) & Others
2404221/2016 Mr Dennis Hewitt -v- GHA Coaches Ltd (in administration) & Others
2404222/2016 Mr Michael Wesley Higgins -v- GHA Coaches Ltd (in administration) & Others
2404223/2016 Mr Keith Hobbs -v- GHA Coaches Ltd (in administration) & Others
2404224/2016 Mr Reginald Holloway -v- GHA Coaches Ltd (in administration) & Others
2404226/2016 Mr Dean Hughes -v- GHA Coaches Ltd (in administration) & Others
2404227/2016 Mr John Hughes -v- GHA Coaches Ltd (in administration) & Others
2404228/2016 Mr Dewi Hughes -v- GHA Coaches Ltd (in administration) & Others
2404229/2016 Mr David Hughes -v- GHA Coaches Ltd (in administration) & Others
2404230/2016 Mr Edward Hugh Jackson -v- GHA Coaches Ltd (in administration) & Others
2404231/2016 Mr Alan Jackson -v- GHA Coaches Ltd (in administration) & Others
2404232/2016 Mr Graham Jackson -v- GHA Coaches Ltd (in administration) & Others
2404233/2016 Ms Christine James -v- GHA Coaches Ltd (in administration) & Others
2404234/2016 Mr Gwilym Ceiriog Jeffreys -v- GHA Coaches Ltd (in administration) & Others
2404235/2016 Mr Frederick Thomas Jegou -v- GHA Coaches Ltd (in administration) & Others
2404236/2016 Mr Russell Johnson -v- GHA Coaches Ltd (in administration) & Others
2404237/2016 Ms Angela Johnson -v- GHA Coaches Ltd (in administration) & Others

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2404238/2016 Mr Derek Jones -v- GHA Coaches Ltd (in administration) & Others
2404239/2016 Mr Mervyn Jones -v- GHA Coaches Ltd (in administration) & Others
2404240/2016 Mr Philip Jones -v- GHA Coaches Ltd (in administration) & Others
2404241/2016 Mr Alan Jones -v- GHA Coaches Ltd (in administration) & Others
2404242/2016 Ms Sian Jones -v- GHA Coaches Ltd (in administration) & Others
2404243/2016 Mr Andrew Kearns -v- GHA Coaches Ltd (in administration) & Others
2404244/2016 Mr David Kelly -v- GHA Coaches Ltd (in administration) & Others
2404245/2016 Mr Martyn Kulesik -v- GHA Coaches Ltd (in administration) & Others
2404246/2016 Mr Andrew Lawton -v- GHA Coaches Ltd (in administration) & Others
2404247/2016 Mr Victor Frank Lewis -v- GHA Coaches Ltd (in administration) & Others
2404248/2016 Mr Carlos Lopes -v- GHA Coaches Ltd (in administration) & Others
2404249/2016 Mr Karl Lurz -v- GHA Coaches Ltd (in administration) & Others
2404250/2016 Ms Denise Anne Manara -v- GHA Coaches Ltd (in administration) & Others
2404251/2016 Mr Antony Mann -v- GHA Coaches Ltd (in administration) & Others
2404252/2016 Mr Raymond Peter Marsh -v- GHA Coaches Ltd (in administration) & Others
2404253/2016 Mr John Marsh -v- GHA Coaches Ltd (in administration) & Others
2404254/2016 Mr Ricardo Matos -v- GHA Coaches Ltd (in administration) & Others
2404255/2016 Mr David Maybury -v- GHA Coaches Ltd (in administration) & Others
2404256/2016 Ms Jolanta Mazurkiewicz -v- GHA Coaches Ltd (in administration) & Others
2404257/2016 Mr Peter McClintock -v- GHA Coaches Ltd (in administration) & Others
2404258/2016 Mr Andrew Duncan McKenzie -v- GHA Coaches Ltd (in administration) & Others
2404259/2016 Mr Graham McLean -v- GHA Coaches Ltd (in administration) & Others
2404260/2016 Mr Peter Moody -v- GHA Coaches Ltd (in administration) & Others
2404261/2016 Mr Kevin Moores -v- GHA Coaches Ltd (in administration) & Others
2404262/2016 Mr Nuno Moreira -v- GHA Coaches Ltd (in administration) & Others
2404263/2016 Mr Karen Napier -v- GHA Coaches Ltd (in administration) & Others
2404264/2016 Mr Mark Nield -v- GHA Coaches Ltd (in administration) & Others
2404265/2016 Mr Thomas O'Brien -v- GHA Coaches Ltd (in administration) & Others
2404266/2016 Mr Keith Ottley -v- GHA Coaches Ltd (in administration) & Others
2404267/2016 Mr Craig Owen -v- GHA Coaches Ltd (in administration) & Others
2404268/2016 Mr Chris Palmer -v- GHA Coaches Ltd (in administration) & Others
2404269/2016 Mr Claire Parkin -v- GHA Coaches Ltd (in administration) & Others
2404270/2016 Mr Gareth William Parry -v- GHA Coaches Ltd (in administration) & Others
2404271/2016 Mr Geoffrey George Parsonage -v- GHA Coaches Ltd (in administration) & Others
2404272/2016 Mr Stephen Pearsall -v- GHA Coaches Ltd (in administration) & Others
2404273/2016 Mr Nuno Da Silva Tava Pereira -v- GHA Coaches Ltd (in administration) & Others
2404274/2016 Mr John Phillips -v- GHA Coaches Ltd (in administration) & Others
2404275/2016 Mr Sebastian Piekos -v- GHA Coaches Ltd (in administration) & Others
2404276/2016 Mr Geoffrey Povey -v- GHA Coaches Ltd (in administration) & Others
2404277/2016 Mr Karl Price -v- GHA Coaches Ltd (in administration) & Others
2404278/2016 Mr John Pritchard -v- GHA Coaches Ltd (in administration) & Others
2404279/2016 Mr Antonio Quintas -v- GHA Coaches Ltd (in administration) & Others
2404280/2016 Mr Manuel Ratinho -v- GHA Coaches Ltd (in administration) & Others
2404281/2016 Mr Dafydd Roberts -v- GHA Coaches Ltd (in administration) & Others
2404282/2016 Mr Erfyl Roberts -v- GHA Coaches Ltd (in administration) & Others
2404283/2016 Mr Alan Roberts -v- GHA Coaches Ltd (in administration) & Others
2404284/2016 Mr Peter Roberts -v- GHA Coaches Ltd (in administration) & Others
2404285/2016 Mr David Roberts -v- GHA Coaches Ltd (in administration) & Others
2404286/2016 Mr Andrew Roberts -v- GHA Coaches Ltd (in administration) & Others

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2404287/2016 Mr John Roberts -v- GHA Coaches Ltd (in administration) & Others
2404288/2016 Mr Peter Robinson -v- GHA Coaches Ltd (in administration) & Others
2404289/2016 Mr William Rowlands -v- GHA Coaches Ltd (in administration) & Others
2404290/2016 Ms Karolina Rynkowska -v- GHA Coaches Ltd (in administration) & Others
2404291/2016 Mr David Saunders -v- GHA Coaches Ltd (in administration) & Others
2404292/2016 Mr Stephen Scott -v- GHA Coaches Ltd (in administration) & Others
2404293/2016 Mr Milan Segec -v- GHA Coaches Ltd (in administration) & Others
2404294/2016 Mr Mike Shepherd -v- GHA Coaches Ltd (in administration) & Others
2404295/2016 Mr Anton Skurcak -v- GHA Coaches Ltd (in administration) & Others
2404296/2016 Mr Paul Slawson -v- GHA Coaches Ltd (in administration) & Others
2404297/2016 Mr Kevin Smith -v- GHA Coaches Ltd (in administration) & Others
2404298/2016 Mr Ian Smyth -v- GHA Coaches Ltd (in administration) & Others
2404299/2016 Mr David Somerfield -v- GHA Coaches Ltd (in administration) & Others
2404300/2016 Mr Kevin Spencer -v- GHA Coaches Ltd (in administration) & Others
2404301/2016 Mr Daren Stubbs -v- GHA Coaches Ltd (in administration) & Others
2404302/2016 Mr David Symonds -v- GHA Coaches Ltd (in administration) & Others
2404303/2016 Ms Jackie Tanner -v- GHA Coaches Ltd (in administration) & Others
2404304/2016 Mr Dylan Thomas -v- GHA Coaches Ltd (in administration) & Others
2404305/2016 Ms Tracy Titley -v- GHA Coaches Ltd (in administration) & Others
2404306/2016 Ms Lucy Tolley -v- GHA Coaches Ltd (in administration) & Others
2404307/2016 Mr Brian Torode -v- GHA Coaches Ltd (in administration) & Others
2404308/2016 Mr Colin Troth -v- GHA Coaches Ltd (in administration) & Others
2404309/2016 Mr Michael Turner -v- GHA Coaches Ltd (in administration) & Others
2404310/2016 Mr Bryn Venables -v- GHA Coaches Ltd (in administration) & Others
2404311/2016 Mr Steven Walsh -v- GHA Coaches Ltd (in administration) & Others
2404312/2016 Ms Sophie Ward -v- GHA Coaches Ltd (in administration) & Others
2404313/2016 Mr Robert Warren -v- GHA Coaches Ltd (in administration) & Others
2404314/2016 Mr William Anthony Whitehead -v- GHA Coaches Ltd (in administration) & Others
2404315/2016 Mr David Wightman -v- GHA Coaches Ltd (in administration) & Others
2404316/2016 Mr Robert Williams -v- GHA Coaches Ltd (in administration) & Others
2404317/2016 Mr Peter Williams -v- GHA Coaches Ltd (in administration) & Others
2404318/2016 Mr Steven Williams -v- GHA Coaches Ltd (in administration) & Others
2404319/2016 Mr Robert Clive Willson -v- GHA Coaches Ltd (in administration) & Others
2404320/2016 Mr Mark Wilson -v- GHA Coaches Ltd (in administration) & Others
2404321/2016 Mr Ayden Wilson -v- GHA Coaches Ltd (in administration) & Others
2404322/2016 Mr Rafal Wonjar -v- GHA Coaches Ltd (in administration) & Others
2404323/2016 Mr Duncan Worth -v- GHA Coaches Ltd (in administration) & Others
2404324/2016 Ms Emily Wren -v- GHA Coaches Ltd (in administration) & Others
2404325/2016 Ms Carol Wright -v- GHA Coaches Ltd (in administration) & Others
2404326/2016 Mr Julian Wright -v- GHA Coaches Ltd (in administration) & Others



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): 2404142/2016 & others (see attached schedule)

Name of case(s):	Mr P Hughes & others (see attached schedule)	v	1) GHA Coaches Ltd (in administration) 2) The Secretary of State for Business Energy and Industrial Strategy
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The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 16 March 2017

"the calculation day" is:

"the stipulated rate of interest" is: 8%

MS J THOMSON
For the Employment Tribunal Office