



EMPLOYMENT TRIBUNALS

Claimant: Mr J Malam

Respondent: Freight First Limited (In Creditors Voluntary Liquidation)

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent failed to comply with section 188 of the Trade Union & Labour Relations (Consolidation) Act 1992 and is ordered to pay a protective award in respect of the claimant for the period of 90 days beginning on 29 March 2018.
2. The 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 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 to be served. By regulation 8, the respondent will be under a duty to make payments to the Department of the amounts set out in the recoupment notice. The respondent should consult the regulations themselves for their full meaning.

Employment Judge Horne

Date: 5 October 2018

JUDGMENT SENT TO THE PARTIES ON

22 October 2018

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE