



EMPLOYMENT TRIBUNALS

Claimant: National Union of Journalists
Respondent: NCJ Realisations Limited (in Voluntary Liquidation)
Heard at: East London Hearing Centre (by cloud video platform)
On: 16 April 2021
Before: Employment Judge G Tobin
Members: Mr L Bowman
Ms M Long

Appearances

For the claimant: Ms L Price (counsel)
For the respondents: did not attend

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by cloud video platform (wholly remote). A face-to-face hearing was not held because it was not practicable in the light of the coronavirus pandemic and the Government's restrictions. All of the relevant matters could be determined in this remote hearing.

JUDGMENT

The Employment Tribunal determines as follows:

1. The respondent failed to consult with the employees' representatives in breach of its obligations under s188 Trade Union & Labour Relations (Consolidation) Act 1992.
2. The Tribunal awards a protective award of a sum equivalent to 90-days pay to any employee of the respondent as of 23 April 2020 who was

dismissed by reason of redundancy.

**Employment Judge Tobin
Date: 19 April 2021**