



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Mr M. Bugler  
(2) Ms I. Gadek  
(3) Ms M. Wojewoda  
(4) Ms J. Walo  
(5) Ms J. Giefert  
(6) Mrs K. Czerwinska

**Respondents:** (1) Hotel Assist Limited (in Creditors' Voluntary Liquidation)  
(2) Secretary of State for Business, Energy & Industrial Strategy

**Heard at:** East London Hearing Centre

**On:** 20 September 2021

**Before:** Employment Judge Massarella

**Representation**  
Claimants: Mr J. Cooper (Solicitor)  
Respondents: No attendance

## RESERVED JUDGMENT

The judgment of the Tribunal is that: -

1. the effective date of termination of employment in relation to all six Claimants was 5 August 2020;
2. the First Respondent breached its obligations under s.188 and 188A Trade Union & Labour Relations (Consolidation) Act 1992 in relation to the duty to consult employee representatives about its proposal to dismiss as redundant more than 20 employees within one establishment;
3. the Claimants are entitled to a protective award;

**Case Numbers: 3213289/2020, 3213292/2020, 3213293/2020  
3213294/2020, 3213295/2020, 3213296/2020**

- 4. it is just and equitable that the First Respondent pay to the Claimants remuneration for the protected period of 90 days: 5 August 2020 to 3 November 2020.**

Employment Judge Massarella

20 September 2021