

Case Number: 3301772/2024 – 3301869/2024
3303021/2024 – 3303027/2024
3301348/2024 – 3301349/2024



EMPLOYMENT TRIBUNALS

Claimant: Ms M Tucker & Others
Mr S Iliffe & Others
Mr J Bell & Other

Respondent: 1. Tingdene Homes Limited
(in creditors voluntary liquidation)
2. Secretary of State for Business & Trade

JUDGMENT

- (1) The respondent has failed to comply with a requirement of section 188 of the Trade Union & Labour Relations (Consolidation) Act 1992. The claim for a protective award succeeds.
- (2) The Tribunal makes a protective award in respect of the claimants who worked at the respondent's establishment at 45-49 Bradfield Road, Finedon Road Industrial Estate, Wellingborough, NN8 4HB and who were dismissed as redundant on or after 5 December 2023 that the employer pay remuneration for the protected period which begins on 5 December 2023 and is for a period of 90 days. The Recoupment Regulations apply.

REASONS

1. The claimants were employed at the same establishment at 45-49 Bradfield Road, Finedon Road Industrial Estate, Wellingborough, NN8 4HB ("the establishment") and were made redundant on or after 5 December 2023.
2. There was no recognised trade union or elected employee representatives at the establishment.
3. 20 or more employees at the establishment were made redundant or placed at risk of redundancy, on or within 90 days of 5 December 2023.

4. The claimants were dismissed during this period without any consultation having taken place.
5. The last of the dismissals occurred on 5 December 2023, so the claims have been presented within the time limit contained in section 189(5)(b) of the Trade Union & Labour Relations (Consolidation) Act 1992.
6. The first respondent, which is in creditors voluntary liquidation, has not filed a response but its administrators have given their consent to the claim for a protective award proceeding. The second respondent has filed a response to assist the Tribunal only and has no direct knowledge of events. In these circumstances it would be disproportionate to convene a hearing.
7. There is no reason to depart from the principle that protective awards are punitive and should be for the maximum period unless there are circumstances making it just not to do so.

Regional Employment Judge Foxwell

Date: 15 October 2024

JUDGMENT SENT TO THE PARTIES ON

.....30 October 2024.

FOR THE TRIBUNAL OFFICE

...

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Multiple Schedules

3301379 - Tingdene Homes Limited

Case Number	Case Name
3301772/2024	Ms Megan Tucker -v- Tingdene Homes Limited & Others
3301773/2024	Ms Megan Tucker -v- Tingdene Homes Limited & Others
3301774/2024	Mr Kris Line -v- Tingdene Homes Limited & Others
3301775/2024	Mr Scott Parker -v- Tingdene Homes Limited & Others
3301776/2024	Mr James Biddle -v- Tingdene Homes Limited & Others
3301777/2024	Ms Joanne Collis -v- Tingdene Homes Limited & Others
3301778/2024	Mr Arash Massoudi -v- Tingdene Homes Limited & Others
3301779/2024	Mr Adam Rudd -v- Tingdene Homes Limited & Others
3301780/2024	Mr Carl Freeman -v- Tingdene Homes Limited & Others
3301781/2024	Mr Thomas Rock -v- Tingdene Homes Limited & Others
3301782/2024	Mr James Read -v- Tingdene Homes Limited & Others
3301783/2024	Mr Gary Williams -v- Tingdene Homes Limited & Others
3301784/2024	Mr Jason Vidler -v- Tingdene Homes Limited & Others
3301785/2024	Mr Paul Clouder -v- Tingdene Homes Limited & Others
3301786/2024	Mr Shaun Jones -v- Tingdene Homes Limited & Others
3301787/2024	Ms Ella Dow -v- Tingdene Homes Limited & Others
3301788/2024	Mr Jamie Bowen -v- Tingdene Homes Limited & Others
3301789/2024	Mr Roger Green -v- Tingdene Homes Limited & Others
3301790/2024	Mr Joe Collis -v- Tingdene Homes Limited & Others
3301791/2024	Mr David Shelton -v- Tingdene Homes Limited & Others
3301792/2024	Mr Mark Desborough -v- Tingdene Homes Limited & Others
3301793/2024	Mr Luke Holloway -v- Tingdene Homes Limited & Others
3301794/2024	Mr Brian Parker -v- Tingdene Homes Limited & Others
3301795/2024	Mr Karl Murray -v- Tingdene Homes Limited & Others
3301796/2024	Mr David Thompson -v- Tingdene Homes Limited & Others
3301797/2024	Mr Noel Leeson -v- Tingdene Homes Limited & Others
3301798/2024	Mr Duncan Reynolds -v- Tingdene Homes Limited & Others
3301799/2024	Mr Robin Johnson -v- Tingdene Homes Limited & Others
3301800/2024	Mr David Smith -v- Tingdene Homes Limited & Others
3301801/2024	Mr Thomas Swann -v- Tingdene Homes Limited & Others
3301802/2024	Mr Daniel Wicks -v- Tingdene Homes Limited & Others
3301803/2024	Mr Nicky Young -v- Tingdene Homes Limited & Others
3301804/2024	Mr Lisa Redden -v- Tingdene Homes Limited & Others
3301805/2024	Mr Andrew Griffin -v- Tingdene Homes Limited & Others
3301806/2024	Mr Glenn Jones -v- Tingdene Homes Limited & Others
3301807/2024	Mr Michael Thompson -v- Tingdene Homes Limited & Others
3301808/2024	Mr Jack Stanley -v- Tingdene Homes Limited & Others
3301809/2024	Mr Liam Clinton-Womack -v- Tingdene Homes Limited & Others
3301810/2024	Mr Robert Gibbins -v- Tingdene Homes Limited & Others
3301811/2024	Mr Steven Plummer -v- Tingdene Homes Limited & Others

3301812/2024 Mr Paul Green -v- Tingdene Homes Limited & Others
3301813/2024 Mr Joseph Evans -v- Tingdene Homes Limited & Others
3301814/2024 Mr James Binder -v- Tingdene Homes Limited & Others
3301815/2024 Mr Nicholas Woodroffe -v- Tingdene Homes Limited & Others
3301816/2024 Mr Stefan Magadas -v- Tingdene Homes Limited & Others
3301817/2024 Mr Ryan Betts -v- Tingdene Homes Limited & Others
3301818/2024 Ms Michelle Goodey -v- Tingdene Homes Limited & Others
3301819/2024 Mr Mason Cowper -v- Tingdene Homes Limited & Others
3301820/2024 Mr Darren Eaton -v- Tingdene Homes Limited & Others
3301821/2024 Mr Connor Jameson -v- Tingdene Homes Limited & Others
3301822/2024 Mr Sean Connolly -v- Tingdene Homes Limited & Others
3301823/2024 Mr James Ball -v- Tingdene Homes Limited & Others
3301824/2024 Mr Stephen Line -v- Tingdene Homes Limited & Others
3301825/2024 Mr Christopher Haynes -v- Tingdene Homes Limited & Others
3301826/2024 Mr Wayne Guy -v- Tingdene Homes Limited & Others
3301827/2024 Mr Neville Smart -v- Tingdene Homes Limited & Others
3301828/2024 Mr Gary Parker -v- Tingdene Homes Limited & Others
3301829/2024 Mr Ivo Austin -v- Tingdene Homes Limited & Others
3301830/2024 Mr Malcolm Lake -v- Tingdene Homes Limited & Others
3301831/2024 Mr Mark Watson -v- Tingdene Homes Limited & Others
3301832/2024 Mr James Collis -v- Tingdene Homes Limited & Others
3301833/2024 Mr James Thompson -v- Tingdene Homes Limited & Others
3301834/2024 Mr John Lappin -v- Tingdene Homes Limited & Others
3301835/2024 Mr Rose Hadfield -v- Tingdene Homes Limited & Others
3301836/2024 Mr Ryan Ivory -v- Tingdene Homes Limited & Others
3301837/2024 Mr Wayne Bailey -v- Tingdene Homes Limited & Others
3301838/2024 Mr Joshua Spong -v- Tingdene Homes Limited & Others
3301839/2024 Ms Maureen Bishop -v- Tingdene Homes Limited & Others
3301840/2024 Mr Marek Iciek -v- Tingdene Homes Limited & Others
3301841/2024 Mr James Jameson -v- Tingdene Homes Limited & Others
3301842/2024 Mr Darren Lovell -v- Tingdene Homes Limited & Others
3301843/2024 Mr Joseph Smith -v- Tingdene Homes Limited & Others
3301844/2024 Mr David Parish -v- Tingdene Homes Limited & Others
3301845/2024 Mr Jamie Hammond -v- Tingdene Homes Limited & Others
3301846/2024 Mr Joe Lismore -v- Tingdene Homes Limited & Others
3301847/2024 Mr Keiron Hinde -v- Tingdene Homes Limited & Others
3301848/2024 Mr Ben Mitton -v- Tingdene Homes Limited & Others
3301849/2024 Mr Martin Wilby -v- Tingdene Homes Limited & Others
3301850/2024 Mr Ian Reynolds -v- Tingdene Homes Limited & Others
3301851/2024 Mr Jonathan Newbold -v- Tingdene Homes Limited & Others
3301852/2024 Mr Julian Lack -v- Tingdene Homes Limited & Others
3301853/2024 Mr Damian Grant -v- Tingdene Homes Limited & Others
3301854/2024 Mr Gavin Dodson -v- Tingdene Homes Limited & Others
3301855/2024 Mr Daryl Chown -v- Tingdene Homes Limited & Others
3301856/2024 Mr John Sawford -v- Tingdene Homes Limited & Others
3301857/2024 Mr Martin Salter -v- Tingdene Homes Limited & Others

3301858/2024 Mr Anthony Beswick -v- Tingdene Homes Limited & Others
3301859/2024 Mr William Neild -v- Tingdene Homes Limited & Others
3301860/2024 Mr Robert Moore -v- Tingdene Homes Limited & Others
3301861/2024 Mr Anthony Brown -v- Tingdene Homes Limited & Others
3301862/2024 Mr Laurence Boyle -v- Tingdene Homes Limited & Others
3301863/2024 Mr Matthew Page -v- Tingdene Homes Limited & Others
3301864/2024 Mr Philip Watts -v- Tingdene Homes Limited & Others
3301865/2024 Mr Antony Henson -v- Tingdene Homes Limited & Others
3301866/2024 Mr Gregory Taylor -v- Tingdene Homes Limited & Others
3301867/2024 Mr Jason House -v- Tingdene Homes Limited & Others
3301868/2024 Mr Karl Chapman -v- Tingdene Homes Limited & Others
3301869/2024 Mr Lee Ivory -v- Tingdene Homes Limited & Others

3301434 - Tingdene Homes Ltd

Case Number	Case Name
3303021/2024	Mr Simon Iliffe -v- Tingdene Homes Ltd & Others
3303022/2024	Ms Stephanie Clements -v- Tingdene Homes Ltd & Others
3303023/2024	Mr Stephen Clements -v- Tingdene Homes Ltd & Others
3303024/2024	Mrs Mel Dodds -v- Tingdene Homes Ltd & Others
3303025/2024	Mr Steve Holyoak -v- Tingdene Homes Ltd & Others
3303026/2024	Mr Simon Iliffe -v- Tingdene Homes Ltd & Others
3303027/2024	Ms Donna Sargent -v- Tingdene Homes Ltd & Others

3301348 - Tingdene Homes Ltd

Case Number	Case Name
3301348/2024	Mr James Bell -v- Tingdene Homes Ltd & Others
3301349/2024	Mr James Ives -v- Tingdene Homes Ltd & Others