



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**MR FIRAS RAJABDEEN & ORS**

**V**

**COMPANY M LIMITED  
(in voluntary liquidation)**

**Heard at:** London Central (by video)

**On:** 25 March 2021

**Before:** Employment Judge P Klimov, sitting alone

## **Representation**

**For the Claimant:** Mr L. Liberti

**For the Respondent:** not present or represented

This has been a remote hearing which was not objected to by the parties. The form of remote hearing was by Cloud Video Platform (CVP). A face to face hearing was not held because it was not practicable due to the Coronavirus pandemic restrictions and all issues could be determined in a remote hearing.

## **JUDGMENT**

1. The Claimants' complaint of breach of section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 ("TULRCA") is well founded.
2. The Respondent has failed to comply with the requirements of section 188 of TULCRA and is ordered to pay remuneration (protective award) to each of the affected employees named in the table below for the protected period.
3. The protected period shall be a period beginning on 19 March 2020. Considering all the circumstances of the case it shall have the length of 90 days.
4. The remuneration (protective award) due to each of the affected employees, calculated in accordance with section 190 of TULRCA, is set out in the table below.

Affected Employee	Protective Award (90 Days)
Firas Rajabdeen	£7,417.54
Zhir Sherif	£5,810.40
Yasmin Ahmed	£2,295.00
Victoria Hassett	£11,126.31
Vadym Botyuk	£3,832.46
Uvis Dilius	£2,185.71
Tamim Hussain	£1,406.31
Simone Pittiglio	£7,417.54
Neferti Abollo	£4,885.71
Mohammed Shabib Ahmed	£9,271.93
Margarita Vezenkova	£729.90
Marco Facoltosi	£6,675.81
Kimaya Jirapure	£6,923.06
Ewa Bittmann	£3,994.71
Chadi Hammad	£6,181.33
Anniina Aaltonen	£5,496.43
Andrea Percuoco	£5,192.36
Alexandra Doltu	£3,585.21
Aida Alvarez	£4,574.19
Adelina Istrate	£5,340.60

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Employment Judge P Klimov  
London Central Region

Dated: 25 March 2021

Sent to the parties on:

25/03/2021.

For the Tribunals Office

## Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

## Public access to employment tribunal decisions

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