



EMPLOYMENT TRIBUNALS

Claimant: Mr J Williams & Others
(see attached Schedule)

Respondent: 1. Roma Leather Limited (in administration)
2. The 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 The Old Wood Yard, High Street, Naseby, Northampton NN6 6DD and who were dismissed as redundant on or after 9 June 2023 that the employer pay remuneration for the protected period which begins on 9 June 2023 and is for a period of 90 days.
- (3) The Recoupment Regulations apply.

REASONS

1. By email dated 7 December 2023 the respondent's administrator has confirmed that there were more than 20 employees at its establishment, The Old Wood Yard, High Street, Naseby, Northampton NN6 6DD.
2. The claimants presented their claims within the statutory time limit.
3. The claimants were employed at the same establishment in Naseby and were made redundant on or after 9 June 2023.

4. There was neither a recognised trade union nor elected employee representatives.
5. 20 or more employees at the establishment were made redundant or placed at risk of redundancy, on or within 90 days of 9 June 2023.
6. The claimants were dismissed during this period without any consultation having taken place.
7. The respondent has not filed a response and in these circumstances it would be disproportionate to convene a hearing.
8. 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: 28 February 2024

JUDGMENT SENT TO THE PARTIES ON

29 February 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.

List of cases for 3301167 - Roma Leather Limited

Case Number	Claimant Name
3312530/2023	Mr Jonathan Williams
3312531/2023	Ms Ramona Ozola
3312532/2023	Ms Angela Williams
3312533/2023	Ms Angela Munday
3312534/2023	Mr Barry Lake
3312535/2023	Ms Carol Miller
3312536/2023	Ms Claire Underwood
3312537/2023	Ms Jessica Rowland
3312538/2023	Ms Donna Earl
3312539/2023	Ms Elaine Bartlett
3312540/2023	Ms Ruzica Lugonja
3312541/2023	Mr John May
3312542/2023	Mr Shane Underwood
3312543/2023	Ms Sianne Shepherd
3312544/2023	Ms Dorota Wiese
3312545/2023	Mr Paul Howlett
3312546/2023	Mr Stephen Marston
3312547/2023	Ms Gordana Milivojevic