



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr R Gorst  
Mr D J Fisher  
Mr C E Jankowski

**Respondent:** Hermitage (Merseyside) Ltd (formerly Pukka Filing Products Ltd)  
(in Voluntary Liquidation)

**HELD AT:** Liverpool **ON:** 16 August 2017

**BEFORE:** Employment Judge Robinson  
(sitting alone)

## REPRESENTATION:

**Claimants:** In person  
**Respondent:** Not in attendance

# JUDGMENT

Further to the judgment of Employment Judge Ryan on 27 July 2017 it is appropriate to perfect the wording of the protective award in view of the evidence now given to me at this hearing. The judgment of the Tribunal therefore is as follows:

1. The claims in relation to a protective award are well-founded on the basis that between 50 and 55 employees were made redundant on the date set out below.
2. It is appropriate to make the protective award, and given the seriousness of the respondent's default in observing its statutory obligations to make that award for the maximum period of 90 days. No notice or consultation with regard to the closing of the respondent business was given to the employees.
3. These three employees are the only employees to make such application.
4. The duration of the award shall, as stated above, be for 90 days in each case commencing with 24 February 2017.

5. No further order or judgment needs be made, save to say that the return of the Tribunal fees will be dealt with administratively in line with the recent Supreme Court judgment in *Unison v The Lord Chancellor*.

Employment Judge Robinson  
17/08/17

JUDGMENT SENT TO THE PARTIES ON  
30 August 2017

FOR THE TRIBUNAL OFFICE

Note

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.