



EMPLOYMENT TRIBUNALS

Claimants:

Miss E Abraham & others v

Respondent:

Symm & Company Limited (in liquidation) (1)
Secretary of State for Business, Energy and
Industrial Strategy (2)

JUDGMENT

Rule 21 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

On the first respondent saying it does not wish to make any submissions in relation to claims for a protective award, and having considered the evidence submitted on behalf of the claimants and the written submissions from the second respondent, judgment is entered under rule 21 as follows:

1. The first respondent has failed to comply with the requirements of section 188 and section 188A of the Trade Union & Labour Relations (Consolidation) Act 1992 in respect of each claimant named on the appendix attached to this judgment.
2. Each such claimant is entitled to a protective award. The first respondent must pay to each claimant named on the appendix to this judgment remuneration for a protected period which begins on 5 February 2020 and lasts for a period of 90 days.

Employment Judge Anstis

1 June 2021

Judgment sent to the parties on:
3 June 2021

For the Tribunal Office

Public access to employment tribunal decisions:

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**APPENDIX TO JUDGMENT DATED 1 JUNE 2021 –
NAMES OF CLAIMANTS ENTITLED TO A PROTECTIVE AWARD**

	Title	First Name	Surname
1	Mrs	Elizabeth	Abraham
2	Mr	Joseph	Andrews
3	Mr	James	Arnold
4	Mr	Constantin	Asmarandei
5	Ms	Sonia	Badland
6	Mr	Simon	Barnby
7	Mr	Adrian	Barratt
8	Mrs	Catherine	Barrett
9	Mr	Gareth	Bateman
10	Mr	Benjamin	Baylis
11	Mr	Andrew	Bell
12	Mr	Gary	Bennell
13	Mr	Nathan	Berry
14	Mr	Garry	Betley
15	Mr	Hugh	Bickerton
16	Mr	Darren	Blacker
17	Mr	Lee	Blacker
18	Mr	Scott	Blacker
19	Mr	Paul	Blane
20	Mrs	Rebecca	Bomford
21	Mr	Oliver	Booth
22	Mr	Anthony	Bowler
23	Mr	Thomas	Bridgewater
24	Mr	David	Britton
25	Mr	John	Brown
26	Mr	Stuart	Bryant
27	Miss	Alexandra	Buretea
28	Mr	James	Chainey
29	Mr	Nicholas	Chapman
30	Mr	David	Charge
31	Mr	Mark	Clemson
32	Mr	Steven	Crook
33	Mr	Kevin	Cross
34	Mr	Piotr	Dabek
35	Mr	Nick	Dale
36	Mr	Paul	Davis
37	Mr	Neal	Davison
38	Mr	Connor	Denness
39	Mr	Neall	Dexter
40	Mr	Christopher	Drinkwater
41	Mr	Viktoras	Dubakovas
42	Mr	Stuart	Endacott

43	Mr	Dean	Forbes
44	Mr	Graham	Foxall
45	Mr	James	Freeman
46	Mr	Andrew	Gee
47	Mr	George	Gibson
48	Mr	Edward	Gibson
49	Mr	Gary	Gillett
50	Mr	Stephen	Godfrey
51	Mr	Jason	Griffiths
52	Mrs	Gisela	Hansen
53	Mr	Alan	Harper
54	Miss	Jennifer	Harris
55	Mr	Thomas	Hay
56	Mr	Paul	Hill
57	Mr	Matthew	Hogg
58	Mr	Edward	Honeybourne
59	Mr	Michael	Horne
60	Mr	James	Humphries
61	Mr	Jai	Hutchinson
62	Mr	Stephen	Johnson
63	Mr	Aron	Johnstone
64	Mr	Miroslaw	Kaczmarczyk
65	Mr	Stephen	Kay
66	Mr	Benjamin	King
67	Mr	Darren	King
68	Mr	Justin	Krzywiec
69	Mr	Ian	Krzywiec
70	Mr	Beverly	Krzywiec
71	Mr	Jack	Lambourne
72	Mr	Ross	Loveridge
73	Miss	Becky	Maglone
74	Mr	Matthew	Manton
75	Mr	Paul	Martin
76	Mr	Lewis	Maskens
77	Mr	Jonathan	Matthews
78	Mr	Paul	Matthews
79	Mr	Kevin	McCarthy
80	Mr	John	McCourt
81	Mr	Keith	Merton
82	Miss	Amy	Middleton
83	Mr	Elliott	Middleton
84	Mr	Nicholas	Minty
85	Mr	Samuel	Moore
86	Mr	James	Moran
87	Mr	Jack	Morgan
88	Mrs	Marilyn	Morris

89	Mr	Paul	Morrison
90	Mr	Stephen	Moss
91	Mr	Matthew	O'Keeffe
92	Mr	Benjamin	O'Sullivan
93	Mr	Jonathan	Ovenden
94	Miss	Sharne	Payne
95	Mrs	Emmie	Peake
96	Mr	Elliot	Penders-Watts
97	Mr	Michael	Pratley
98	Mr	Shaun	Price
99	Mr	Russell	Pugh
100	Mr	Luke	Rand
101	Mr	Max	Randall
102	Mr	Mark	Reay
103	Mr	Luke	Ricketts
104	Mr	Joseph	Rimmer
105	Mr	Daniel	Roby
106	Mr	Sean	Rockett
107	Mr	Christopher	Rogers
108	Ms	Nicole	Ryan
109	Mr	David	Sadler
110	Mr	Paul	Slade
111	Mr	Colin	Smith
112	Miss	Catherine	Sneade
113	Mr	Michael	Stinton
114	Mr	Steven	Taylor
115	Mr	Robert	Taylor
116	Miss	Kirstie	Turner
117	Mr	Robin	Turner
118	Miss	Sarah	Veale
119	Mr	Martin	Ward
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125	Mr	Martin	Williams



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