



EMPLOYMENT TRIBUNALS

Claimants: S Hope and others (see schedule)

Respondent: Salford and Trafford Engineering Group Training Association Limited (In Creditors Voluntary Liquidation)

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has failed to present a valid response on time to each of these claims and a determination can properly be made of the claims in accordance with rule 21 of the Rules of Procedure.
2. The claims seeking a protective award under section 189 Trade Union and Labour Relations (Consolidation) Act 1992 are well-founded. The respondent failed in its duty to consult the claimant and his former colleagues under section 188 of that Act.
3. The respondent is ordered to pay to each claimant named in the schedule remuneration for the protected period of 90 days starting on 31st May 2024, the date the first dismissal took effect.
4. The recoupment regulations apply to the protective award.
5. In addition the following individual monetary awards are made. The amounts awarded are those claimed on the claim form. Higher amounts claimed by claimants in subsequent correspondence have not been awarded because no permission to amend the claim form has been sought.

S Hope

6. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£2,505.01**.
7. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of **£375.56**.

C English

8. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£2,031.21**.
9. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of **£538.15**.

C McGuigan

10. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£1,580.64**.
11. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of **£2,041.56**.

D Tarry

12. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£2,328.14**.
13. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of **£799.63**.

I S Parker

14. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£6,766.28**.
15. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of **£84.58**.

J B Swift

16. No awards have been made for notice or holiday pay.

L O'Toole

17. No awards have been made for notice or holiday pay.

P Howarth

18. No awards have been made for notice or holiday pay.

S Dawood

19. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£2,495.48**.

20. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of **£500.60**.

E L Katona

21. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£4,433.03**.

22. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of **£1,308.07**.

Regional Employment Judge Franey
20 November 2024

JUDGMENT SENT TO THE PARTIES ON
29 November 2024

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE

SCHEDULE

| Case Number | Claimant |
|--------------------|-----------------|
| 2404796/2024 | S Hope |
| 2404801/2024 | C English |
| 2404804/2024 | C McGuigan |
| 2404798/2024 | D Tarry |
| 2404799/2024 | I S Parker |
| 2404803/2024 | J B Swift |
| 2404802/2024 | L O'Toole |
| 2404800/2024 | P Howarth |
| 2404797/2024 | S Dawood |
| 2404805/2024 | E L Katona |

**ANNEX TO THE JUDGMENT
(PROTECTIVE AWARDS)**

Recoupment of Benefits

The following particulars are given pursuant to the Employment Protection (Recoupment of Benefits) Regulations 1996, SI 1996 No 2349.

The respondent is under a duty to give the Secretary of State the following information in writing: (a) the name, address and National Insurance number of every employee to whom the protective award relates; and (b) the date of termination (or proposed termination) of the employment of each such employee.

That information shall be given within 10 days, commencing on the day on which the Tribunal announced its judgment at the hearing. If the Tribunal did not announce its judgment at the hearing, the information shall be given within the period of 10 days, commencing on the day on which the relevant judgment was sent to the parties. In any case in which it is not reasonably practicable for the respondent to do so within those times, then the information shall be given as soon as reasonably practicable thereafter.

No part of the remuneration due to an employee under the protective award is payable until either (a) the Secretary of State has served a notice (called a Recoupment Notice) on the respondent to pay the whole or part thereof to the Secretary of State or (b) the Secretary of State has notified the respondent in writing that no such notice is to be served.

This is without prejudice to the right of an employee to present a complaint to an Employment Tribunal of the employer's failure to pay remuneration under a protective award.

If the Secretary of State has served a Recoupment Notice on the respondent, the sum claimed in the Recoupment Notice in relation to each employee will be whichever is the less of:

- (a)** the amount (less any tax or social security contributions which fall to be deducted by the employer) accrued due to the employee in respect of so much of the protected period as falls before the date on which the Secretary of State receives from the employer the information referred to above; OR
- (b)** (i) the amount paid by way of or paid as on account of jobseeker's allowance, income-related employment and support allowance or income support to the employee for any period which coincides with any part of the protected period falling before the date described in (a) above; or
- (ii)** in the case of an employee entitled to an award of universal credit for any period ("the UC period") which coincides with any part of the period to which the prescribed element is attributable, any amount paid by way of or on account of universal credit for the UC period that would not have been paid if the person's earned income for that period was the same as immediately before the period to which the prescribed element is attributable.

Case No: 2404796/2024 and others

See attached schedule

The sum claimed in the Recoupment Notice will be payable forthwith to the Secretary of State. The balance of the remuneration under the protective award is then payable to the employee, subject to the deduction of any tax or social security contributions.

A Recoupment Notice must be served within the period of 21 days after the Secretary of State has received from the respondent the above-mentioned information required to be given by the respondent to the Secretary of State or as soon as practicable thereafter.

After paying the balance of the remuneration (less tax and social security contributions) to the employee, the respondent will not be further liable to the employee. However, the sum claimed in a Recoupment Notice is due from the respondent as a debt to the Secretary of State, whatever may have been paid to the employee, and regardless of any dispute between the employee and the Secretary of State as to the amount specified in the Recoupment Notice.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2404796/2024 & Others**

Name of case: **Ms S Hope & Others** v **Salford and Trafford Engineering Group Training Association Limited (In Creditors Voluntary Liquidation)**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 29 November 2024

the calculation day in this case is: 30 November 2024

the stipulated rate of interest is: **8% per annum**.

Mr S Artingstall
For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:

www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.