

Bullitt Group Limited - in administration: Employee FAQs

This FAQ is for those employees affected by the administration of Bullitt Group Limited – in administration (“the Company”) and who may be owed money by the the Company

For those employees based in Europe, the USA or Taiwan, your situation is more complex and you will be contacted separately to explain how the administration impacts you.

The below has been put together based on the Q&A from the employee briefing on 28 February 2024:

1. Question: Are we able to take up new employment with immediate effect without it impacting our claim?

Answer: Future employment is a personal decision. If an individual engages in new employment following redundancy, the Redundancy Payments Service (‘RPS’) will assess this following the end of your statutory notice pay. The RPS, via Form RP2, request any benefits or earnings that you have had in your notice period and will then apply the necessary mitigation. Please note it does not affect statutory redundancy pay.

2. Question: Which date should we use as the official date for being made redundant?

Answer: 28 February 2024. This will be included in your redundancy letter that has been posted via first class post.

3. Question: Who is responsible for notifying HMRC that I have been made redundant?

Answer: When the Form P45 is issued this automatically informs HMRC that you have left employment. Once we have reviewed the current payroll position the administrators will either work with the current provider of payroll services or look for an alternative solution.

4. Question: When can we make our claims?

Answer: As soon as you received your redundancy letter which contains the CN reference number applicable to you.

5. Question: What is the process with regard to returning any Company devices and possessions?

Answer: Separate communications will be shared with you shortly outlining the process.

6. Question: Do you have access to our employment and personal contact information, as well as details of pay and accrual holidays, which will be used for the claims? Will we be able to access this information to check that it is correct?

Answer: The administrators team have worked with HR and directors to ensure that company records were gathered. The relevant information to support you in making statutory claims that may be due to you, have been included in your redundancy pay. Whilst the information has been gathered prior to our appointment we have no reason to doubt the accuracy.

7. Question: How is my redundancy claim impacted if I have started a new job in the last week or so, or due to start a new job?

Answer: See question 1. A new job does not impact your statutory redundancy pay the RPS will mitigate your statutory notice pay.

8. Question: For the purposes of the redundancy claim, should the December wages be considered as paid or unpaid?

Answer: It is our understanding that no physical payment was made to individual bank accounts. Therefore December wages would be classed as unpaid wages arrears.

9. Question: I am not based in the UK, how can I go about making a claim?

Answer: The situation in Spain and Germany is more complex. We have had guidance from local employment advisors in each territory. A letter will be sent to you to explain how the administration affects your employment.

10. Question: What am I entitled to claim?

Answer: As the company is insolvent and cannot pay the amounts that are due to you. The RPS will make payment to you for statutory claims that may be due to you. Please see the [FAQ](#) which sets out more details.

Any amounts due to you over and above the statutory payments due to you there is a creditor process. A letter explaining this will be sent in the first 7 days from the appointment of administrators.

11. Question: What is the impact of the redundancy on our health insurance, particularly for months where our claims have been rejected from AXA due to non-payment from Bullitt?

Answer: Unfortunately, as your employment has been terminated by reason of redundancy all contractual entitlements will cease with immediate effect. In respect of pre appointment issues and rejections from AXA we will have to undertake a review of the position and update in due course.

12. Question: What are the taxing implications of the redundancy, and our existing benefits / policies?

Answer: The RPS apply a notional tax to all payments other than redundancy which is a tax free payment. In respect of existing benefits and employment contract policies these all cease at the point of redundancy.

Tom Crookham and David Baxendale have been appointed as Joint Administrators of Bullitt Group Limited and Bullitt Satellite Connect Limited to manage their affairs, business and property as their agents and without personal liability. The Joint Administrators are licensed in the United Kingdom to act as insolvency practitioners by the Institute of Chartered Accountants in England and Wales. The Joint Administrators are bound by the Insolvency Code of Ethics which can be found at: <https://www.gov.uk/government/publications/insolvency-practitioner-code-of-ethics>.

The Joint Administrators may act as controllers of personal data as defined by UK data protection law depending upon the specific processing activities undertaken. PricewaterhouseCoopers LLP may act as a processor on the instructions of the Joint Administrators. Personal data will be kept secure and processed only for matters relating to the Joint Administrators appointment. Further details are available in the privacy statement on the PwC.co.uk website or by contacting the Joint Administrators.