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EMPLOYMENT TRIBUNALS

Claimant: Mr Darren Lamb & others

Respondents: (1) Almtone Limited (t/a Canute Group)
(2) Canute Engineering Ltd
(3) Canute Logistics Ltd
(4) Canute Medical Ltd
(5) Secretary of State for Business, Energy & Industrial Strategy

Heard at: East London Hearing Centre

On: Friday 4 October 2019 and Friday 13 December 2019

Before: Employment Judge Burgher

Representation

For the Claimants: Mr James Palmer, Counsel

For the Respondents: No appearance

JUDGMENT

- 1 Canute Medical Ltd is dismissed as a Respondent to the proceedings. No claims are being advanced against it by any claimants.
- 2 No employees employed at the Coventry location for any of the Respondents are entitled to a declaration or a protective award. None of the relevant Respondent companies made more than 20 employees redundant at Coventry within a 90 day period.
- 3 The 27 employees employed by Canute Logistics Ltd at the Gamston location are entitled to a declaration that Canute Logistics Ltd failed to inform or consult them in respect of the redundancies that took place within a period of 90 days. These employees are entitled to a protective award.

- 4 The 4 employees working for Almtone Ltd and the 11 employees working for Canute Engineering Ltd at the Gamston location are not entitled to a declaration or a protective award. Neither of these companies made more than 20 employees redundant at Gamston within a 90 day period.
- 5 The 25 employees employed by Canute Logistics Ltd at the Lancaster location are entitled to a declaration that Canute Logistics Ltd failed to inform or consult them in respect of the redundancies that took place within a period of 90 days. These employees are entitled to a protective award.
- 6 The employee working for Almtone Ltd at the Lancaster location is not entitled to a declaration or a protective award. Almtone Limited did not make more than 20 employees redundant at Lancaster within a 90 day period.
- 7 The 23 employees employed by Almtone Ltd at the Purfleet location are entitled to a declaration that Almtone Ltd failed to inform or consult them in respect of the redundancies that took place within a period of 90 days. These employees are entitled to a protective award.
- 8 The 2 employees working for Canute Logistics Ltd and the 9 employees working for Canute Engineering Ltd at the Purfleet location are not entitled to a declaration or a protective award. Neither of these companies made more than 20 employees redundant at Purfleet within a 90 day period.

Amount of protective award period

- 9 There has been no reason advanced to mitigate the 90 day protective award period. The Tribunal considers that it is just and equitable to award the maximum period of 90 days.
- 10 The protected period begins on 6 December 2018 and is for a 90 day period.

Employment Judge Burgher
Date: 19 December 2019