



# **EMPLOYMENT TRIBUNALS**

**Claimant:** Mr N Akbar and others  
(see attached schedule)

**Respondent:** Install Base Limited (in Administration)

## **JUDGMENT**

### **Employment Tribunals Rules of Procedure 2013 – Rule 64**

By consent of the parties, the judgment of the Tribunal is as follows:

- 1) The claimants in the attached Schedule to this Judgment were employed by the respondent.
- 2) On 28 October 2019, Sarah Helen Bell and Stephen Gerard Clancy, both of Duff and Phelps, 58 The Chancery, Spring Gardens, Manchester, M2 1EW were appointed Joint Administrators of the respondent.
- 3) On 17 October 2019, the claimants were dismissed by the respondent by reason of redundancy.
- 4) The respondent did not inform and consult with the claimants in accordance with the provisions of s.188 and s.188A of The Trade Union and Labour Relations (Consolidation) Act 1992 (“the Act”).
- 5) The claimants have raised a complaint pursuant to section 189 of the Act seeking a protective award in respect of that failure.
- 6) The Tribunal declares that the claimants’ claims are well founded and makes a protective award in favour of the description of the employees of the respondent who were dismissed within 90 days of 17 October 2019.

**Case Nos: 2401025/2020  
and others (see attached schedule)**

- 7) The respondent is ordered to pay to the claimants remuneration for a protected period of 8 weeks from 17 October 2019.
- 8) The protective award will rank as an unsecured claim against the Joint Administrators.

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Employment Judge Batten  
25 June 2020

JUDGMENT SENT TO THE PARTIES ON  
16 July 2020

FOR THE TRIBUNAL OFFICE

## Multiple Schedule

<b>Case Number</b>	<b>Case Name</b>
2401025/2020	Mr Naveed Akbar -v- Install Base Ltd (In Administration)
2401026/2020	Mr Naveed Akbar -v- Install Base Ltd (In Administration)
2401027/2020	Ms Lauren Eaton -v- Install Base Ltd (In Administration)
2401028/2020	Mr Daniel White -v- Install Base Ltd (In Administration)
2401029/2020	Mr Ryan Curzon -v- Install Base Ltd (In Administration)
2401030/2020	Mr Jamie Hitchen -v- Install Base Ltd (In Administration)
2401031/2020	Mr Alexander Taylor -v- Install Base Ltd (In Administration)
2401032/2020	Mr Jordan Lincoln -v- Install Base Ltd (In Administration)
2401033/2020	Ms Julie Roberts -v- Install Base Ltd (In Administration)
2401034/2020	Ms Brittany Jones -v- Install Base Ltd (In Administration)
2401035/2020	Ms Beverley Longshaw -v- Install Base Ltd (In Administration)
2401036/2020	Mr Jack Watson -v- Install Base Ltd (In Administration)
2401037/2020	Mr Ben Del-Manso -v- Install Base Ltd (In Administration)
2401038/2020	Mr James Twigg -v- Install Base Ltd (In Administration)
2401039/2020	Ms Diane Burgess -v- Install Base Ltd (In Administration)
2401040/2020	Ms Emma Spruce -v- Install Base Ltd (In Administration)
2401041/2020	Ms Mandy Jane Jones -v- Install Base Ltd (In Administration)
2401042/2020	Ms Jane Brophy -v- Install Base Ltd (In Administration)
2401043/2020	Ms Melanie Birtles -v- Install Base Ltd (In Administration)
2401044/2020	Mr Neil Pointon -v- Install Base Ltd (In Administration)
2401045/2020	Mr David Andrew Miller -v- Install Base Ltd (In Administration)
2401046/2020	Mr Jake Munnerley -v- Install Base Ltd (In Administration)
2401047/2020	Ms Jodie Bennett -v- Install Base Ltd (In Administration)
2401048/2020	Mr Philip Dunning -v- Install Base Ltd (In Administration)
2401049/2020	Mr David Partner -v- Install Base Ltd (In Administration)
2401050/2020	Mr Robert Owen -v- Install Base Ltd (In Administration)
2401051/2020	Mr Kieran Setchell -v- Install Base Ltd (In Administration)
2401052/2020	Ms Stephanie Bingham -v- Install Base Ltd (In Administration)
2401053/2020	Mr John Mulhern -v- Install Base Ltd (In Administration)
2401054/2020	Ms Sharon Pauline Gurd -v- Install Base Ltd (In Administration)
2401055/2020	Mr Andrew Little -v- Install Base Ltd (In Administration)
2401056/2020	Ms Amy Louise Garner -v- Install Base Ltd (In Administration)
2401057/2020	Ms Natalie Tavener -v- Install Base Ltd (In Administration)
2401058/2020	Mr Andrew Wood -v- Install Base Ltd (In Administration)
2401059/2020	Ms Michelle Keen -v- Install Base Ltd (In Administration)
2401060/2020	Mr Simon Kerkhan -v- Install Base Ltd (In Administration)
2401061/2020	Ms Tracey Haydon -v- Install Base Ltd (In Administration)

**Case Nos: 2401025/2020  
and others (see attached schedule)**

2401062/2020	Mr Martin Webster -v- Install Base Ltd (In Administration)
2401063/2020	Miss Kirsty McDowell -v- Install Base Ltd (In Administration)
2401064/2020	Mr Bryan Wilson -v- Install Base Ltd (In Administration)
2401065/2020	Mr Peter Holding -v- Install Base Ltd (In Administration)
2401066/2020	Mr Scott Ridgeway -v- Install Base Ltd (In Administration)
2401067/2020	Mr Paul McKenna -v- Install Base Ltd (In Administration)
2401068/2020	Mr Tom Hannah -v- Install Base Ltd (In Administration)