



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs D Lambert & Others (see schedule)  
**Respondent:** Purogenix Limited (in administration)  
**Interested Party:** Secretary of State for Business, Energy and Industrial Strategy

## CORRECTED JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

UPON the Claimants entering a claim for a protective award arising from redundancies that occurred on 04 June 2018;

AND UPON the Respondent entering into administration on 04 June 2018;

AND UPON the Joint Administrators entering a Response confirming that they do not defend the claims;

AND UPON the Secretary of State for Business, Energy and Industrial Strategy being joined to proceedings;

AND UPON the Secretary of State entering a Response to the claims;

AND UPON the Claimants providing confirmation under a statement of truth, accepted by the Tribunal as evidence of the same, that:

- (i) The Respondent did not recognise an independent trade union in respect of the Claimants;
- (ii) There were no representatives of employees elected for general consultation or specifically for the purposes of the redundancies in question;
- (iii) 20 or more employees were dismissed from one establishment within a period of 90 days and that the Claimants in this case were part of that group;
- (iv) The name and single address of the employer was confirmed; and
- (v) The date the first redundancies took place was 04 June 2018

**Case No: 2302326/2018 & others (see schedule)**

AND UPON the Tribunal receiving no pleading of special circumstances or that the employer had undertaken as much consultation as is reasonably practicable in the circumstances;

IT IS THE JUDGMENT OF THE TRIBUNAL THAT:

- 1) Having regard to the seriousness of the default the Tribunal concludes that it is just and equitable to make a protected award of 90 days beginning on 04 June 2018.
- 2) The The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply to the award. The protected period is the 90 days beginning with 04 June 2018. The prescribed element is the pay for each Claimant under this judgment.

Employment Judge Freer  
Date: 24 October 2019  
Corrected on: 16 October 2020

## List of Cases for Multiple 5502 - Purogenix Limited

<u>Case Number</u>	<u>Claimant Name</u>
2301194/2018	Mr M Jaworski
2301265/2018	Mr M Rolfe
2301282/2018	Mr M Kalabun
2301288/2018	Miss G Vespenderyte
2301777/2018	Mr P Sullivan
2301933/2018	Miss T Bozhinova
2302326/2018	Mrs D Lambert
2302327/2018	Mr S Bhardwaj
2302328/2018	Mrs V Bhardwaj
2302329/2018	Ms T Bozhinova
2302330/2018	Mr J Brannan
2302331/2018	Mr K Cassidy
2302332/2018	Mr J Chantler
2302333/2018	Mr L Davey
2302334/2018	Mr SK Dey
2302336/2018	Mr L Joseph
2302337/2018	Mr S Kadam
2302338/2018	Mr G Key

**Case No: 2302326/2018 & others (see schedule)**

2302339/2018	Mr D Kumar
2302340/2018	Mrs D Lambert
2302341/2018	Mr K Lipinski
2302342/2018	Mr K Mane
2302343/2018	Mr D Martyn
2302344/2018	Mr S Maurya
2302345/2018	Mr SJ Mitchell
2302346/2018	Mr AQ Mohammed
2302347/2018	Mr P Mytum
2302348/2018	Mr A Olszewski
2302349/2018	Mr T Pacholczak
2302350/2018	Mrs D Pakulyene
2302351/2018	Mr N Palagachev
2302352/2018	Mr C Patel
2302353/2018	Mr T Rakas
2302354/2018	Mr M Rolfe
2302355/2018	Mr A Semaska
2302356/2018	Mr A Sharma
2302357/2018	Mr NK Sharma
2302358/2018	Mr P Sullivan
2302359/2018	Ms O Tatarenko
2302360/2018	Mr A Thapliyal
2302361/2018	Mr C Thomas
2302362/2018	Mr K Trawinski
2302363/2018	Mr D Varia
2302364/2018	Ms G Vespenderyte
2302366/2018	Mr T Wieczorek
<b>2302367/2018</b>	<b>Mrs K Zaporowska</b>