



THE EMPLOYMENT TRIBUNALS

Claimant: Miss C Lamb & Others

First Respondent: Laidlaw Limited (in Administration)

Second Respondent: Secretary of State for Business , Energy & Industrial Strategy

Heard at: Newcastle Hearing Centre **On:** Tuesday 29th September 2020

Before: Employment Judge Johnson

RULE 21 JUDGMENT ON APPLICATION FOR PROTECTIVE AWARD

1. In respect of each of the claims by those claimants set out in the schedule hereto, the complaint that the first respondent failed to comply with the requirement of Section 188 or Section 188A of the Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
2. The first respondent is ordered to pay remuneration calculated in accordance with Section 190 of the Trade Union and Labour Relations (Consolidation) Act to those employees whose names are set out in the schedule hereto who were dismissed on or after 17th January 2020 before the protected period.
3. The protected period is from 17th January 2020 to 17th May 2020.
4. The Employment Protection (Recruitment of Jobseekers Allowance and Income Support) Regulations 1996 applies. Regulation 6 imposes on the First Respondent a duty to provide information to the Secretary of State. Regulation 7 postpones this award in order to enable the Secretary of State to serve a recruitment notice under Regulation 8. The full effect Regulation 6, 7 and 8 is set out in the annexe to this judgment.

EMPLOYMENT JUDGE JOHNSON

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 2 October 2020**

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2500656/2020 & 2500657/2020 Miss Cheryl Lamb
2500658/2020 Mrs Sharon Rowe
2500659/2020 Mr Lewis Fraser
2500660/2020 Mr Paul Green
2500661/2020 Miss Victoria Radmall
2500662/2020 Mr Simon Marr
2500663/2020 Mrs Cheryl Chambers
2500664/2020 Mr Damian Scantlebury
2500665/2020 Miss Nicola Wilson
2500666/2020 Mr Daniel Fulton-Chambers
2500667/2020 Mrs Amanda Stretton
2500668/2020 Mr Harvey Lycett
2500669/2020 Mr Bradley Fleming
2500670/2020 Mr Darren Eyre
2500671/2020 Mr Curtis Breeze
2500672/2020 Mr Robert Whitcroft
2500673/2020 Mrs Cheryl Mortimer
2500674/2020 Mr John Darby
2500675/2020 Mr Lee Charlton
2500676/2020 Ms Janet Owen
2500677/2020 Mr Stephen May
2500678/2020 Mrs Saide Faulkener
2500679/2020 Ms Joanne Fellows
2500680/2020 Miss Charlotte Dutton
2500681/2020 Mr Joshua Hindes
2500682/2020 Mrs Christine Pringle
2500683/2020 Mr Joshua Quant
2500684/2020 Mr Dean Cox
2500685/2020 Mr Tim Ward
2500686/2020 Mr Steve Peckmore
2500687/2020 Mr Adrian Smethurst
2500688/2020 Mrs Amanda Fox
2500689/2020 Miss Claire Horney
2500690/2020 Mr David May
2500691/2020 Mr Dean Danks
2500692/2020 Miss Toni Phillips
2500693/2020 Mr Mike Brittain