



EMPLOYMENT TRIBUNALS

Case Number: 2500845/2021

Claimant: Mr P Sibanda
Respondent: Utility Alliance Ltd (in administration)
Interested party: Secretary of State for Business Energy and Industrial Strategy

Case Number: 2500257/2021

Claimant: Mr J Pullarp
Respondent: Utility Alliance Ltd (in administration)
Interested party: Secretary of State for Business Energy and Industrial Strategy

Case Number: 2500291/2021

Claimant: Mr C Baker
Respondent: Utility Alliance Ltd (in administration)
Interested party: Secretary of State for Business Energy and Industrial Strategy

Case Number: 2500615/2021

Claimant: Mr D King & others
Respondent: Utility Alliance Ltd (in administration)
Interested party: Secretary of State for Business Energy and Industrial Strategy

Heard at: Remotely by Cloud Video Platform

On: 22 December 2021

Before: Employment Judge Sweeney

Case No: 2500845/2021, 2500257/2021, 2500291/2021, 2500615/2021 and others (schedule attached)

Appearances:

For the Claimants: Mr Sibanda in person; Mr Pullarp in person; Ms Payne in person and on behalf of Mr D King & others; Mr Baker not in attendance

For the Respondent: No attendance

For the Interested Party: No attendance

JUDGMENT

The claim by Mr Sibanda (case number 2500845/2021)

1. It was not reasonably practicable for Mr Sibanda to have presented his complaint under section 189(1) of the Trade Union and Labour Relations (Consolidation) Act 1992 ('the Act') during the period of 3 months beginning with 12 February 2021, that being the date on which the last of the dismissals to which the complaint relates took effect. The date on which he presented his Claim, namely, 26 May 2021, was within such further period as I consider reasonable.

All claims (case numbers 2500845/2021; 2500257/2021; 2500291/2021; 2500615/2021 & others)

2. The complaint under section 189 the Trade Union and Labour Relations (Consolidation) Act 1992 that the Respondent failed to comply with section 188 and section 188A of that Act is well founded.
3. The Respondent is ordered to pay remuneration calculated in accordance with section 190 of the Act for the protected period to those claimants in the Schedule attached to this judgment.
4. The protected period is for a period of 90 days from **12 February 2021 to 13 May 2021**.
5. The Employment Protection (Recoument of Jobseeker's Allowance and Income Support) Regulations 1996 apply. Regulation 6 imposes on the 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 recoument notice under Regulation 8. The full effect of Regulations 6, 7 and 8 is set out in the Annexe to this Judgment.

**Case No: 2500845/2021, 2500257/2021, 2500291/2021, 2500615/2021 and
others (schedule attached)**

Employment Judge Sweeney

22 December 2021

Note

Reasons for the Judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Case No: 2500845/2021, 2500257/2021, 2500291/2021, 2500615/2021 and others (schedule attached)

Multiple Schedule

Multiple: 2500001 - Utility Alliance Ltd

Case Number

Case Name

2500257/2021 Mr Jonathan Pullarp -v- Utility Alliance Ltd - In Administration & Others
2500291/2021 Mr Corey Baker -v- Utility Alliance Ltd & Others
2500615/2021 Mr Daniel King -v- Utility Alliance Ltd - in administration & Others
2500616/2021 Mr david abernethy -v- Utility Alliance Ltd & Others
2500617/2021 Mr rana ahmed -v- Utility Alliance Ltd & Others
2500618/2021 Mr kevin william kenneth allman -v- Utility Alliance Ltd & Others
2500619/2021 Mrs angela anderson -v- Utility Alliance Ltd & Others
2500620/2021 Mr christopher anderson -v- Utility Alliance Ltd & Others
2500621/2021 Mr yaw ankomah -v- Utility Alliance Ltd & Others
2500622/2021 Miss kristien armstrong -v- Utility Alliance Ltd & Others
2500623/2021 Mr paul atkinson -v- Utility Alliance Ltd & Others
2500624/2021 Mr adam barker -v- Utility Alliance Ltd & Others
2500625/2021 Miss toni barnard -v- Utility Alliance Ltd & Others
2500626/2021 Mr kaleb barry -v- Utility Alliance Ltd & Others
2500627/2021 Mr chris baxter -v- Utility Alliance Ltd & Others
2500628/2021 Mr tony bell -v- Utility Alliance Ltd & Others
2500629/2021 Mr james blagg -v- Utility Alliance Ltd & Others
2500630/2021 Mr jamie blake -v- Utility Alliance Ltd & Others
2500631/2021 Miss katie bloor -v- Utility Alliance Ltd & Others
2500632/2021 Mrs valerie bolam -v- Utility Alliance Ltd & Others
2500633/2021 Mr sam boyd -v- Utility Alliance Ltd & Others
2500634/2021 Mrs kayleigh margaret bradley -v- Utility Alliance Ltd & Others
2500635/2021 Mrs louise bromhall -v- Utility Alliance Ltd & Others
2500636/2021 Mr andrew phillip brown -v- Utility Alliance Ltd & Others
2500637/2021 Mr christopher james bullock -v- Utility Alliance Ltd & Others
2500638/2021 Mr alexander callan -v- Utility Alliance Ltd & Others
2500639/2021 Miss sarah cannell -v- Utility Alliance Ltd & Others
2500640/2021 Miss amy clark -v- Utility Alliance Ltd & Others
2500641/2021 Mr jayson collier -v- Utility Alliance Ltd & Others
2500642/2021 Mr michael cooke -v- Utility Alliance Ltd & Others
2500643/2021 Mr daniel john crighton -v- Utility Alliance Ltd & Others
2500644/2021 Mr darren cronin -v- Utility Alliance Ltd & Others
2500645/2021 Mr peter cross -v- Utility Alliance Ltd & Others
2500646/2021 Miss sharon cunningham -v- Utility Alliance Ltd & Others
2500647/2021 Mr thomas czekirda -v- Utility Alliance Ltd & Others

Case No: 2500845/2021, 2500257/2021, 2500291/2021, 2500615/2021 and others (schedule attached)

2500648/2021 Mr jonathan dallas -v- Utility Alliance Ltd & Others
2500649/2021 Mr kevin danskin -v- Utility Alliance Ltd & Others
2500650/2021 Miss lisa darling -v- Utility Alliance Ltd & Others
2500651/2021 Mr gary davison -v- Utility Alliance Ltd & Others
2500652/2021 Mr kuda de silva -v- Utility Alliance Ltd & Others
2500653/2021 Mr james dickinson -v- Utility Alliance Ltd & Others
2500654/2021 Miss rebecca douglas -v- Utility Alliance Ltd & Others
2500655/2021 Mrs emma dowie -v- Utility Alliance Ltd & Others
2500656/2021 Miss daryl drummond -v- Utility Alliance Ltd & Others
2500657/2021 Miss marie earle -v- Utility Alliance Ltd & Others
2500658/2021 Miss andi edminson -v- Utility Alliance Ltd & Others
2500659/2021 Mr harley ferguson -v- Utility Alliance Ltd & Others
2500660/2021 Miss bethany fodden -v- Utility Alliance Ltd & Others
2500661/2021 Mr nicholas luke foster -v- Utility Alliance Ltd & Others
2500662/2021 Mr frank gamble -v- Utility Alliance Ltd & Others
2500663/2021 Miss danielle ganning -v- Utility Alliance Ltd & Others
2500664/2021 Mr daniel gill -v- Utility Alliance Ltd & Others
2500665/2021 Mr keith george gilmour -v- Utility Alliance Ltd & Others
2500666/2021 Mr peter gorton -v- Utility Alliance Ltd & Others
2500667/2021 Mr jason graham -v- Utility Alliance Ltd & Others
2500668/2021 Miss sophie griffiths -v- Utility Alliance Ltd & Others
2500669/2021 Miss lauren elizabeth Hague -v- Utility Alliance Ltd & Others
2500670/2021 Mr troy handisides -v- Utility Alliance Ltd & Others
2500671/2021 Miss stevi leigh hann -v- Utility Alliance Ltd & Others
2500672/2021 Mr gareth hannant -v- Utility Alliance Ltd & Others
2500673/2021 Miss samantha harbottle -v- Utility Alliance Ltd & Others
2500674/2021 Mr james harker -v- Utility Alliance Ltd & Others
2500675/2021 Mr mathew harland -v- Utility Alliance Ltd & Others
2500676/2021 Mr andrew hempstead -v- Utility Alliance Ltd & Others
2500677/2021 Miss diane hender -v- Utility Alliance Ltd & Others
2500678/2021 Miss nikita heslop -v- Utility Alliance Ltd & Others
2500679/2021 Miss amelia hewitt -v- Utility Alliance Ltd & Others
2500680/2021 Mr richard hinchley -v- Utility Alliance Ltd & Others
2500681/2021 Mrs jennifer hood -v- Utility Alliance Ltd & Others
2500682/2021 Mr mark hood -v- Utility Alliance Ltd & Others
2500683/2021 Mr adam howe -v- Utility Alliance Ltd & Others
2500684/2021 Mrs catherine howe -v- Utility Alliance Ltd & Others
2500685/2021 Mr michael hudson -v- Utility Alliance Ltd & Others

Case No: 2500845/2021, 2500257/2021, 2500291/2021, 2500615/2021 and others (schedule attached)

2500686/2021 Miss sophie hudspeth -v- Utility Alliance Ltd & Others
2500687/2021 Mr joshua hughes -v- Utility Alliance Ltd & Others
2500688/2021 Mr jack hunter -v- Utility Alliance Ltd & Others
2500689/2021 Mr john hurst -v- Utility Alliance Ltd & Others
2500690/2021 Miss annette hyslop -v- Utility Alliance Ltd & Others
2500691/2021 Miss courtney iley -v- Utility Alliance Ltd & Others
2500692/2021 Miss grace jones -v- Utility Alliance Ltd & Others
2500693/2021 "Mr damian, john kelly -v- Utility Alliance Ltd & Others"
2500694/2021 Miss donna marie kennedy -v- Utility Alliance Ltd & Others
2500695/2021 Mrs debbie keys -v- Utility Alliance Ltd & Others
2500696/2021 Miss rebecca keys -v- Utility Alliance Ltd & Others
2500697/2021 Mr daniel king -v- Utility Alliance Ltd & Others
2500698/2021 Miss charlie laing -v- Utility Alliance Ltd & Others
2500699/2021 Mrs stacey laing -v- Utility Alliance Ltd & Others
2500700/2021 Miss sydney laing -v- Utility Alliance Ltd & Others
2500701/2021 Miss leanne lobb -v- Utility Alliance Ltd & Others
2500702/2021 Mr lee lowson -v- Utility Alliance Ltd & Others
2500703/2021 Miss abby lundrigan -v- Utility Alliance Ltd & Others
2500704/2021 Mr michael manning -v- Utility Alliance Ltd & Others
2500705/2021 Miss lisa marriott -v- Utility Alliance Ltd & Others
2500706/2021 Mrs samantha marsh -v- Utility Alliance Ltd & Others
2500707/2021 Mr samuel marshall -v- Utility Alliance Ltd & Others
2500708/2021 Mr nicholas marshall -v- Utility Alliance Ltd & Others
2500709/2021 Mr anthony john massingham -v- Utility Alliance Ltd & Others
2500710/2021 Mr massimo antoni mattera -v- Utility Alliance Ltd & Others
2500711/2021 Miss samantha matthews -v- Utility Alliance Ltd & Others
2500712/2021 Ms charlotte maxwell -v- Utility Alliance Ltd & Others
2500713/2021 Miss amy metcalf -v- Utility Alliance Ltd & Others
2500714/2021 Miss vikki miller -v- Utility Alliance Ltd & Others
2500715/2021 Mr joseph monterosso -v- Utility Alliance Ltd & Others
2500716/2021 Mr adam moody -v- Utility Alliance Ltd & Others
2500717/2021 Mrs leanne moore -v- Utility Alliance Ltd & Others
2500718/2021 Mr lee moore -v- Utility Alliance Ltd & Others
2500719/2021 Miss laura moore -v- Utility Alliance Ltd & Others
2500720/2021 Mr colin moore -v- Utility Alliance Ltd & Others
2500721/2021 Mr scott moran -v- Utility Alliance Ltd & Others
2500722/2021 Mr steven mould -v- Utility Alliance Ltd & Others
2500723/2021 Mr zulfikar mulji -v- Utility Alliance Ltd & Others

Case No: 2500845/2021, 2500257/2021, 2500291/2021, 2500615/2021 and others (schedule attached)

2500724/2021 Mr dennis otim -v- Utility Alliance Ltd & Others
2500725/2021 Mr gareth pallister -v- Utility Alliance Ltd & Others
2500726/2021 Mr david palmer -v- Utility Alliance Ltd & Others
2500727/2021 Mr anand pattani -v- Utility Alliance Ltd & Others
2500728/2021 Miss shelby payne -v- Utility Alliance Ltd & Others
2500729/2021 Mr scott pearson -v- Utility Alliance Ltd & Others
2500730/2021 Mrs heidi pearson -v- Utility Alliance Ltd & Others
2500731/2021 Mr geoffrey karl plews -v- Utility Alliance Ltd & Others
2500732/2021 Mr craig portsmouth -v- Utility Alliance Ltd & Others
2500733/2021 Mr jamie potts -v- Utility Alliance Ltd & Others
2500734/2021 Mr liam potts -v- Utility Alliance Ltd & Others
2500735/2021 Mr ryan colin prest -v- Utility Alliance Ltd & Others
2500736/2021 Mr michael price -v- Utility Alliance Ltd & Others
2500737/2021 Miss caroline pugh -v- Utility Alliance Ltd & Others
2500738/2021 Mr abdul rashid -v- Utility Alliance Ltd & Others
2500739/2021 Mr arun rattan -v- Utility Alliance Ltd & Others
2500740/2021 Miss karen richardson -v- Utility Alliance Ltd & Others
2500741/2021 Mr craig richardson -v- Utility Alliance Ltd & Others
2500742/2021 Mr harry roberts -v- Utility Alliance Ltd & Others
2500743/2021 Mr mark robinson -v- Utility Alliance Ltd & Others
2500744/2021 Miss melissa rookes -v- Utility Alliance Ltd & Others
2500745/2021 Mr richard ross -v- Utility Alliance Ltd & Others
2500746/2021 Mrs donna roxby -v- Utility Alliance Ltd & Others
2500747/2021 Miss emma roxby -v- Utility Alliance Ltd & Others
2500748/2021 Mr martin james russell -v- Utility Alliance Ltd & Others
2500749/2021 Mr mark senior -v- Utility Alliance Ltd & Others
2500750/2021 Mr alan shillaw -v- Utility Alliance Ltd & Others
2500751/2021 Mr chris shute -v- Utility Alliance Ltd & Others
2500752/2021 Mrs rachael simpkin -v- Utility Alliance Ltd & Others
2500753/2021 Mr jamie smith -v- Utility Alliance Ltd & Others
2500754/2021 Mrs sarah smithson -v- Utility Alliance Ltd & Others
2500755/2021 Mr kevin smyth -v- Utility Alliance Ltd & Others
2500756/2021 Miss sheree somers -v- Utility Alliance Ltd & Others
2500757/2021 Mrs colette sprintall -v- Utility Alliance Ltd & Others
2500758/2021 Mr ross stephenson -v- Utility Alliance Ltd & Others
2500759/2021 Mrs jane findlay russell stewart -v- Utility Alliance Ltd & Others
2500760/2021 Mr daniel stockport -v- Utility Alliance Ltd & Others
2500761/2021 Mr george william stone -v- Utility Alliance Ltd & Others

Case No: 2500845/2021, 2500257/2021, 2500291/2021, 2500615/2021 and others (schedule attached)

2500762/2021 Mr michael paul stone -v- Utility Alliance Ltd & Others
2500763/2021 Mrs linda stone -v- Utility Alliance Ltd & Others
2500764/2021 Mrs joanne storey -v- Utility Alliance Ltd & Others
2500765/2021 Mr tiernan sutherland -v- Utility Alliance Ltd & Others
2500766/2021 Mr michael stuart swanson -v- Utility Alliance Ltd & Others
2500767/2021 Miss yvette tanser -v- Utility Alliance Ltd & Others
2500768/2021 Mr james tate -v- Utility Alliance Ltd & Others
2500769/2021 Mrs samantha taylor -v- Utility Alliance Ltd & Others
2500770/2021 Mr mark thomason -v- Utility Alliance Ltd & Others
2500771/2021 Mr martin thompson -v- Utility Alliance Ltd & Others
2500772/2021 Miss sapna trehan -v- Utility Alliance Ltd & Others
2500773/2021 Mr paul treloar -v- Utility Alliance Ltd & Others
2500774/2021 Mr paul tucker -v- Utility Alliance Ltd & Others
2500775/2021 Mr adam turner -v- Utility Alliance Ltd & Others
2500776/2021 Miss abbi veitch -v- Utility Alliance Ltd & Others
2500777/2021 Mrs alison veitch -v- Utility Alliance Ltd & Others
2500778/2021 Mr matthew walker -v- Utility Alliance Ltd & Others
2500779/2021 Mrs jane whipps -v- Utility Alliance Ltd & Others
2500780/2021 Mr mark robert wilcox -v- Utility Alliance Ltd & Others
2500781/2021 Mr liam wildman -v- Utility Alliance Ltd & Others
2500782/2021 Mr mark williams -v- Utility Alliance Ltd & Others
2500783/2021 Miss georgia williams -v- Utility Alliance Ltd & Others
2500784/2021 Mr ian willis -v- Utility Alliance Ltd & Others
2500785/2021 Mr michael willis -v- Utility Alliance Ltd & Others
2500786/2021 Mr jonny wood -v- Utility Alliance Ltd & Others
2500787/2021 Miss hannah berenice wright -v- Utility Alliance Ltd & Others
2500788/2021 Mr tamaine wright -v- Utility Alliance Ltd & Others
2500789/2021 Mr gavin yannetta -v- Utility Alliance Ltd & Others
2500790/2021 Mrs allison young -v- Utility Alliance Ltd & Others
2500845/2021 Mr Pride Sibanda -v- Utility Alliance Ltd & Others