



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr G Carr & Others

**Respondent:** (1) Bertram Trading Limited

(2) Secretary of State for Business, Energy and Industrial Strategy

**Heard:** Norwich

**On:** 1 November 2022

**Before:** Employment Judge M Warren

## Representation

**Claimant:** Miss M Bouffé, counsel

**Respondent:** (1) Did not attend

(2) Did not attend

## JUDGMENT (CORRECTED)

- (1) The First Respondent has failed to comply with a requirement of section 188 of the Trade Union & Labour Relations (Consolidation) Act 1992. The claimants' claims for a protective award succeed.
- (2) The Tribunal makes a protective award in respect of the claimants listed in the schedule annexed hereto being employees dismissed as redundant on or after **19 June 2020** that the employer pay remuneration for the protected period which begins on **19 June 2020** and is for a period of 90 days. The Recoupment Regulations apply.
- (3) In all other respects, all other claims brought by the claimants listed in the attached schedule are struck out on the grounds that they are not being actively pursued.

(4) The name of the First Respondent on case numbers 3311519/2020 (Miss D Fountain) and 3306252/2020 (Mr A R Feetham) shall be amended to Bertram Trading Limited.

***Certificate of Correction:***

Under the provisions of Rule 69 of the Employment Tribunals' Rules of Procedure 2013, the Judgment sent to the parties on 4 November 2022, is hereby corrected in that the date referred to at paragraph (2) should be and is 19 June 2020.

Employment Judge M Warren

2 November 2022

Corrected and signed electronically 8 November 2022

JUDGMENT SENT TO THE PARTIES ON

.....9 November 2022

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FOR THE TRIBUNAL OFFICE

**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.

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**SCHEDULE – LIST OF CLAIMANTS**

3306079/2020 Mr Graham Carr  
3306103/2020 Mr Matthew Racher  
3306117/2020 Miss Louise Harvey  
3306118/2020 Mr Benjamin Hubbard  
3306128/2020 Ms Heather Sherman  
3306189/2020 Mr James Robinson  
3306218/2020 Miss Melanie Gostling  
3306228/2020 Mr Mark Smalley  
3306234/2020 Mr Stephen Williams  
3306252/2020 Mr Andrew R Feetham  
3306260/2020 Mr David Hill  
3306289/2020 Mrs Caroline Farrow  
3306295/2020 Miss Joanne Hilliard  
3306350/2020 Mr Aaron Sayer  
3306351/2020 Mrs Ruth Smith-Batchelor  
3306372/2020 Ms Ruth Hunter  
3306380/2020 Mr Jonathan Carey  
3306381/2020 Mr Lee Chapman  
3306398/2020 Miss Andrea Sillis  
3306404/2020 Mr Antony Carbert  
3306412/2020 Mr Jonathan Green  
3306430/2020 Mr Adrian Warner  
3306431/2020 Miss Deborah Weavill  
3306445/2020 Mr Ian Knight  
3306465/2020 Miss Lesley Aspin  
3306468/2020 Mr George Bogdanovic  
3306473/2020 Mr Graham Dix  
3306476/2020 Mr Brian Forbes  
3306491/2020 Mrs Edita Slakaitiene  
3306492/2020 Tomas Slakaitis

3306530/2020 Mrs Catherine Rix  
3306539/2020 Miss Kirsty Thrower  
3306552/2020 Miss Lauren Napier  
3306589/2020 Mr Michael Ramsey  
3306591/2020 Mr William Scott  
3306609/2020 Miss Sandra Griskeviciute  
3306617/2020 Miss Birute Mikalauskaite  
3306631/2020 Mrs Adele Moore  
3306687/2020 Mrs Sonia Wood  
3306706/2020 Mr Darren Emmett  
3306710/2020 Mrs Tracy Branford  
3306711/2020 Mr Simon Hartstone  
3307300/2020 Miss Alexandra Dobrai  
3307307/2020 Mr Krisztian Hotoran  
3307316/2020 Mr Adrian Seager  
3307317/2020 Miss Michelle Ward  
3307347/2020 Mr Andrei Rogozin  
3307380/2020 Ms Tracey Miles  
3307394/2020 Mr David Plane  
3307396/2020 Mrs Kirsty Thrower  
3307444/2020 Mrs Sally Allen  
3307513/2020 Mrs Emma Wakefield  
3307516/2020 Mr Ben Beach  
3307526/2020 Mr John Garrould  
3307527/2020 Mr Richard Hurrell  
3307598/2020 Mrs Jane Phillips  
3307604/2020 Ms Sharon Denby  
3307605/2020 Mr Simon Binney  
3307871/2020 Miss Eszter Szabo  
3307897/2020 Mrs Frances Staton  
3307918/2020 Mrs Kristina Pop

3307924/2020 Mrs Beverley Spicer  
3307935/2020 Mr Martin Beach  
3307937/2020 Mr Matthew Chaplin  
3307940/2020 Miss Ana Maria Dedu  
3307941/2020 Mr Ian Dixon  
3307945/2020 Ms Renata Illes  
3307947/2020 Miss Yagodina Ivanova  
3307955/2020 Mrs Malgorzata Soczynska  
3307960/2020 Mr Craig Wright  
3310860/2020 Miss Kate Ballantine  
3310872/2020 Mr Adam Pinnock  
3310873/2020 Miss Marisa Crowley  
3310878/2020 Mrs Kornelia Szalanska  
3310882/2020 Mr Matthew Plane  
3310883/2020 Miss Kirsty Amanda Bailey  
3310886/2020 Miss Jurate Barcyte  
3310901/2020 Mrs Loreta Zalanskiene  
3310916/2020 Miss Jayne Lemmon  
3310924/2020 Mrs Aiste Varzinske  
3310931/2020 Mr David Blackburn  
3310933/2020 Mrs Lydia Calton  
3310939/2020 Mr Alfred Francis  
3310978/2020 Ms Janet Moore  
3310997/2020 Mr Zoltan Gyurka  
3310998/2020 Mr Nicholas Jones  
3311004/2020 Miss Gabriela Fajcikova  
3311076/2020 Mr Daron Ramsbottom  
3311089/2020 Miss Cristina Dedu  
3311107/2020 Miss Louise Wallace  
3311358/2020 Miss Zita Lehoczky  
3311359/2020 Mrs Maria Lehoczky

3311376/2020 Mrs Susan Edes  
3311417/2020 Miss Erzsebet Konya  
3311422/2020 Miss Lucy Streeter  
3311429/2020 Mr Stephen Bates  
3311444/2020 Mrs Agnieszka Sulawa  
3311504/2020 Mrs Alison Jarrett  
3311519/2020 Miss Dona Fountain  
3311567/2020 Mr Nigel Tuck  
3311584/2020 Mr Graham Bald  
3311586/2020 Mr Paul Banham  
3311639/2020 Mrs Monika Mordka  
3311689/2020 Miss Judith Baird  
3311703/2020 Miss Gemma Keys  
3311704/2020 Mr Jacob Leeder  
3311709/2020 Mrs Ruth Moate  
3311745/2020 Miss Elizabeth Bramble  
3312854/2020 Mr Richard Colman  
3312855/2020 Ms Milena Dimitrova  
3312856/2020 Ms Petya Georgieva  
3312857/2020 Mr Ivelin Milenov  
3312858/2020 Ms Vasilka Kostadinova  
3314404/2020 Mr Stephen Mitchell