

**Case Numbers: 2404292/2018 & Others  
(see attached schedule)**



# **EMPLOYMENT TRIBUNALS**

**Claimants: Mr C Benson & Others (see attached schedule)**

**Respondents: Carillion Services Limited (in compulsory liquidation) & Others  
(see attached schedule)**

## **JUDGMENT**

1. The complaints seeking a protective award under section 189 Trade Union and Labour Relations (Consolidation) Act 1992 brought in the cases set out in the attached schedule are dismissed as a consequence of the Reserved Judgment and Reasons in the lead cases sent to the parties on 26 September 2022. None of the claimants set out in the attached schedule have obtained an Order under rule 36(3) that the Reserved Judgment is not binding on them. No protective awards are made for these claimants.
2. This judgment does not affect any other complaints which are currently stayed as a consequence of the compulsory liquidation of the respondents.

Regional Employment Judge Franey  
16 December 2022

JUDGMENT SENT TO THE PARTIES ON  
16 December 2022

FOR THE TRIBUNAL OFFICE

### Note

#### **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

## MULTIPLE SCHEDULE

<b>Case Number</b>	<b>Case Name</b>
1300808/2018	Mr Philip Calland -v- Carillion Construction & Others
1300814/2018	Mr Adrian Sims -v- Carillion Services Limited & Others
1300851/2018	Mr Andrew Tarran -v- Carillion Serives Ltd & Others
1300884/2018	Mr Mark Denham -v- Carillion Plc & Others
1300898/2018	Mrs Sharon Aston -v- Carillion Construction Ltd & Others
1300940/2018	Mr Paul Downing -v- Carillion Plc & Others
1300964/2018	Mrs Charlotte Olford -v- Carillion Plc & Others
1300988/2018	Mr Andrew Ratcliffe -v- Carillion Construction Limited & Others
1301018/2018	Mrs Janet Lunn -v- Carillion Construction Limited & Others
1301082/2018	Mr Andrew Thornton -v- Carillion Plc & Others
1301095/2018	Mr Jeff Scully -v- Carillion Plc & Others
1301103/2018	Mr Ray Lynch -v- Carillion Construction Limited & Others
1301104/2018	Mr Gary Nicholls -v- Carillion Construction Ltd & Others
1301110/2018	Mr Christopher Coss -v- Carillion Construction Limited & Others
1301114/2018	Mrs Jayne Morris -v- Carillion & Others
1301150/2018	Mr Paul Jennings -v- Carillion Plc & Others
1301154/2018	Mr Philip Antony Kennedy -v- Carillion Plc & Others
1301233/2018	Mr Phillip Rose -v- Carillion & Others
1301262/2018	Miss Joanne Freeman -v- Carillion Construction Limited & Others
1301286/2018	Ms Janet Jeffery -v- Carillion Construction Ltd & Others
1301287/2018	Mr David Boardman -v- Carillo Construction Limited & Others
1301299/2018	Mrs Laura Harris -v- Carillion Construction Ltd & Others
1301321/2018	Mrs Charlotte Windram -v- Carillion Construction Ltd & Others
1301395/2018	Mr David Massingham -v- Carillion Plc (In Compulsory Liquidation) & Others
1301409/2018	Miss Carly Portnow -v- Carillion Plc (In Compulsory Liquidation) & Others
1301431/2018	Miss Claire Jones -v- Secretary Of State For Business, Energy And Industrial Strategy & Others
1301499/2018	Mrs Fiona Finney -v- Secretary Of State For Business, Energy And Industrial Strategy & Others
1301596/2018	Ms Angela Robinson -v- Secretary Of State For Business, Energy And Industrial Strategy & Others
1301597/2018	Mr Tim Francis -v- Secretary Of State For Business, Energy And Industrial Strategy & Others
1301600/2018	Mr Ashley Hayden -v- Secretary Of State For Business, Energy And Industrial Strategy & Others
1301601/2018	Mr Graham Shearer -v- Secretary Of State For Business, Energy And Industrial Strategy & Others
1301672/2018	Mr Andrew McKenna -v- Carillion Construction Ltd & Others
1301716/2018	Mr Mark Beighton -v- Secretary Of State For Business, Energy And Industrial Strategy & Others
1301724/2018	Mr Nicolas Flamee -v- Secretary Of State For Business, Energy And Industrial Strategy & Others
1301856/2018	Mr Robert Davis -v- Secretary Of State For Business, Energy And Industrial Strategy & Others
1301859/2018	Mr Michael Harper -v- Secretary Of State For Business, Energy And Industrial Strategy & Others
1302059/2018	Mr Alasdair William Pringle Graham (deceased) -v- Secretary Of State For Business, Energy And Industrial Strategy & Others
1302105/2018	Mr Michael Cremin -v- Secretary Of State For Business, Energy And Industrial Strategy & Others
1302299/2018	Mr Richard Barrington -v- Secretary of State for Business, Energy and Industrial Strategy & Others
1302499/2018	Mr Samuel Hudman -v- Carillion Construction Ltd (In Compulsory Liquidation) & Others
1302500/2018	Ms Sarah Gibson -v- Carillion Construction Ltd (In Compulsory Liquidation) & Others
1302502/2018	Mr Branko Stanivuk -v- Carillion Plc (In Compulsory Liquidation) & Others

1302606/2018 Mr Adamjohn Tomlinson -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302608/2018 Mr Adrianrobert Tolley -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302609/2018 Mr Andrew Ohara -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302610/2018 Mr Andrew Millard -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302613/2018 Ms Ann Duffy -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302614/2018 Mr Anthony Davison -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302617/2018 Ms Charlotte Hankey -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302619/2018 Mr Christopher Marsland -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302621/2018 Mr Damiananthony Duffy -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302625/2018 Mr Danielrobert Parry -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302631/2018 Mr Geoffrey Ingham -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302633/2018 Ms Helen Rennie -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302634/2018 Mr Jamesrobertwilliam White -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302637/2018 Mr Jon Precious -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302642/2018 Ms Kierajane Hancock -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302650/2018 Mr Matthew Best -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302655/2018 Mr Mitchellreece Thomas -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302657/2018 Mr Patrick McDermott -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302662/2018 Mr Richard Gallagher -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302663/2018 Mr Rob Leivars -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302664/2018 Mr Ross Clifford -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302665/2018 Mr Russell Davies -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302667/2018 Mr Sheldonalan Wright -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302668/2018 Mr Simon Bedingfield -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302672/2018 Mr Stephenjohn Owen -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302673/2018 Mr Steven Hill -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302675/2018 Ms Victoria Lopez -v- Carillion (AM) Limited (In Compulsory Liquidation) & Others  
1302997/2018 Mr Michael Winhall -v- Carillion Construction Limited (In Compulsory Liquidation)  
1303235/2018 Mr Paul Cartwright -v- Carillion Construction Ltd (In Compulsory Liquidation)  
1303641/2018 Mr Aidan Lucey -v- Carillion (AM) Ltd (In Compulsory Liquidation)  
1600310/2018 Mr Alex Protheroe -v- Carillion Plc  
1600703/2018 Mr Colin Roden -v- Carillion  
1802497/2018 Mr John Siddle -v- Carillion Service Limited  
1804783/2018 Mrs Nichola Taylor -v- Carillion Construction  
1804837/2018 Mr Ashley Brookes -v- Carillion Plc  
1805373/2018 Mr Mark Worn -v- Carillion Services Limited  
2201953/2018 Mr Bernard Ransom -v- Carillion Construction Limited  
2301620/2018 Mr Sean Wright -v- Carillion Plc (In Compulsory Liquidation)  
2404444/2018 Miss Emma Hull -v- Carillion Plc (In Compulsory Liquidation)  
2404451/2018 Mrs Clare McKeever -v- Carillion Plc (In Compulsory Liquidation)  
2404452/2018 Mr Paul McKeever -v- Carillion Plc (In Compulsory Liquidation)  
2404498/2018 Mr Gareth Corbishley -v- Carillion Construction Limited (In Compulsory Liquidation)  
2404510/2018 Mrs Kathryn Higson -v- Carillion Construction Ltd (In Compulsory Liquidation)  
2404526/2018 Miss Adelle Wood -v- Carillion Services Ltd (In Compulsory Liquidation)  
2404539/2018 Mr Philip Goodlad -v- Carillion Construction Limited (In Compulsory Liquidation)  
2404556/2018 Miss Jeannine Caulfield -v- Carillion plc (In Compulsory Liquidation)

2404574/2018 Miss Lorna Monaghan -v- Carillion Construction Ltd (In Compulsory Liquidation)  
2405250/2018 Mrs Jayne Petherbridge -v- Carillion (In Compulsory Liquidation)  
2405303/2018 Mr Keith Brown -v- Carillion Construction Ltd (In Compulsory Liquidation)  
2405304/2018 Mr Jason Lynch -v- Carillion Construction Ltd (In Compulsory Liquidation)  
2405305/2018 Mr Stephen Green -v- Carillion Construction Ltd (In Compulsory Liquidation)  
2405306/2018 Miss Cheryl Cooksey -v- Carillion Construction Ltd (In Compulsory Liquidation)  
2405314/2018 Mrs Joanna Liburd -v- Carillion Services (In Compulsory Liquidation)  
2405317/2018 Mr George Coatsworth -v- Carillion Construction Limited (In Compulsory Liquidation)  
2405330/2018 Miss Gemma Strickland -v- Carillion Construction Ltd (In Compulsory Liquidation)  
2405331/2018 Mr Darren Higson -v- Carillion Construction Ltd (In Compulsory Liquidation)  
2405333/2018 Mrs Cathryn Young -v- Carillion Construction Ltd (In Compulsory Liquidation)  
2405513/2018 Miss Stephanie Holden -v- Carillion (In Compulsory Liquidation)  
2410187/2018 Mrs Janet Taylor -v- Carillion Construction Limited (In Compulsory Liquidation)  
2410934/2018 Mr Robert Yates -v- Carillion Plc (In Compulsory Liquidation) & Others  
2411217/2018 Ms Jennifer Jane Harrison -v- Carillion Plc (In Compulsory Liquidation) & Others  
2411268/2018 Mr Paul Paddick -v- Carillion Plc (In Compulsory Liquidation) & Others  
2411314/2018 Mr Michael Jackson -v- Carillion Plc (In Compulsory Liquidation) & Others  
2411325/2018 Ms Julliett Powell -v- Carillion Plc (In Compulsory Liquidation) & Others  
2411336/2018 Ms Hannah Denning -v- Carillion Plc (In Compulsory Liquidation) & Others  
2413651/2018 Mr Adrian Hardy -v- Carillion Plc (In Compulsory Liquidation)  
2414866/2018 Mr Mohammed Usman Iqbal -v- Carillion Construction Limited (In Compulsory Liquidation)  
2416708/2018 Mr Darren Smith -v- Carillion Construction  
2416709/2018 Mr Steven Ellis -v- Carillion Construction  
2416711/2018 Mr Stephen Bennett -v- Carillion Construction  
2500848/2018 Mr Gary Larkin -v- Carillion Construction Limited & Others  
2600916/2018 Mr Stephen Walton -v- Carillion Construction  
2600918/2018 Mr Brian Moffat -v- Carillion Construction  
2600919/2018 Mr Muhammad Najm-Ul-Hassan -v- Carillion Construction  
2600920/2018 Mr Andrew Slinn -v- Carillion Construction  
2600921/2018 Mr John Taylor -v- Carillion Construction  
3200505/2018 Mr Eamon Grehan -v- Carillion Construction Limited  
3304071/2018 Mr James Martin -v- Carillion Construction Ltd  
3305450/2018 Mr Andy Lyons -v- Carillion Construction Limited & Others  
3305452/2018 Mr Joseph Arundell -v- Carillion Construction Limited & Others  
3305454/2018 Miss Pauline Balmer-Howieson -v- Carillion Construction Limited & Others  
3305455/2018 Mr Jack Brittain -v- Carillion Construction Limited & Others  
3305456/2018 Miss Hannah Brown -v- Carillion Construction Limited & Others  
3305458/2018 Mr William Davis -v- Carillion Construction Limited & Others  
3305459/2018 Mr Luke Groom -v- Carillion Construction Limited & Others  
3305460/2018 Mr Terry Higgs -v- Carillion Construction Limited & Others  
3305462/2018 Mr Ondrej Humplik -v- Carillion Construction Limited & Others  
3305463/2018 Mr Neil Jenkinson -v- Carillion Construction Limited & Others  
3305464/2018 Mrs Gemma Kellingray -v- Carillion Construction Limited & Others  
3305465/2018 Mr Vernon Kellingray -v- Carillion Construction Limited & Others  
3305466/2018 Miss Louise McKay -v- Carillion Construction Limited & Others  
3305467/2018 Mr Gavin Owens -v- Carillion Construction Limited & Others

3305470/2018	Mr Mark Rawson -v- Carillion Construction Limited & Others
3305472/2018	Mr Neil Scullion -v- Carillion Construction Limited & Others
3305473/2018	Mr David Smith -v- Carillion Construction Limited & Others
3305475/2018	Mr Edward Wells -v- Carillion Construction Limited & Others
3305476/2018	Mr Howard Williams -v- Carillion Construction Limited & Others
3305477/2018	Mr Austin Tasker -v- Carillion Construction Limited & Others
3305478/2018	Mr David Brown -v- Carillion Construction Limited & Others
3305479/2018	Mr Apostolos Zoumpos -v- Carillion Construction Limited & Others
3305480/2018	Mr Stephen Sullivan -v- Carillion Construction Limited & Others