



EMPLOYMENT TRIBUNALS

Claimant: Mr M Reeve & Others

Respondent: (1) Lowestoft Electrical co. Limited (in administration)
(2) The Secretary of State for Business & Trade

JUDGMENT

- (1) The respondent has failed to comply with a requirement of section 188 of the Trade Union & Labour Relations (Consolidation) Act 1992. The claim for a protective award succeeds.
- (2) The Tribunal makes a protective award in respect of the claimants who worked at the respondent's establishment at Service House, Wildes Street, Lowestoft, Suffolk NR32 1XH and who were dismissed as redundant on or after 12 December 2023 that the employer pay remuneration for the protected period which begins on 12 December 2023 and is for a period of 90 days. The Recoupment Regulations apply.

REASONS

1. The claimants were employed at the same establishment, Service House, Wildes Street, Lowestoft, Suffolk NR32 1XH ("the establishment") and were made redundant on or after 12 December 2023.
2. There was no recognised trade union or elected employee representatives.
3. 20 or more employees at the establishment were made redundant or placed at risk of redundancy, on or within 90 days of 12 December 2023.
4. The claimants were dismissed during this period without any consultation having taken place.
5. The claimants presented their claims within the statutory time limit.

6. The first respondent has not filed a response but its administrators have consented to this claim proceeding. The second respondent has filed a response to assist the Tribunal only and has no direct knowledge of events. In these circumstances it would be disproportionate to convene a hearing.
7. No reason has been shown to depart from the principle that protective awards are punitive and should be for the maximum period unless there are circumstances making it just not to do so.

Regional Employment Judge Foxwell

Date: 11 June 2024

JUDGMENT SENT TO THE PARTIES ON

.....26 June..2024.

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FOR THE TRIBUNAL OFFICE

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Multiple Schedule

Multiple: 3301428 - LOWESTOFT ELECTRICAL CO. LIMITED

Case Number	Case Name
3302938/2024	Mr Matthew Reeve -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302939/2024	Mr MATTHEW REEVE -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302940/2024	Ms JANE REEVE -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302941/2024	Mr MATTHEW LAY -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302942/2024	Mr OLIVER MORTON -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302943/2024	Mr DAVID ALDRED -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302944/2024	Mr DANIEL BOYCE -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302945/2024	Mr GRAHAM BELSEY -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302946/2024	Mr PETER CROSS -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302947/2024	Mr CHARLIE DRIVER -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302948/2024	Mr BRYAN HUTCHINSON -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302949/2024	Mr COREY WYLDs -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302950/2024	Mr JACK HUTCHINSON -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302951/2024	Mr BAILEY JENNER -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302952/2024	Mr BEN MANN -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302953/2024	Mr MICHAEL HALE -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302954/2024	Mr PRESLEY BANKS -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others
3302955/2024	Mr SIMON MUIRHEAD -v- LOWESTOFT ELECTRICAL CO. LIMITED & Others