



EMPLOYMENT TRIBUNALS

Claimant: Mr I Ahmed and Others

Respondent: Inland Limited (in administration) (1)
Secretary of State for Business & Trade (2)

Heard at: London Central (via CVP) **On:** 26th June 2024

Before: Employment Judge Nicklin, sitting alone

Representation

Claimants: Mr E Judge, Solicitor

Respondents: No attendance or representation from either Respondent

UPON neither Respondent contesting the claim and the administrator consenting to the proceedings for a protective award continuing against the First Respondent

JUDGMENT

It is the judgment of the Tribunal that:

1. The Claimants in these proceedings are identified in the Schedule attached to this judgment. The Schedule includes the named Claimant in the lead claim number.
2. The First Respondent proposed to dismiss as redundant more than 20 employees within its Head Office at Burnham Yard, London End, George Green, HP9 2JH (being an establishment for the purposes of the applicable legislation) and was accordingly under a duty to consult about the dismissals with the Claimants (all of whom were employed by the First Respondent at the Head Office) pursuant to section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 ("TULRCA 1992").
3. The First Respondent failed to comply with any of its consultation obligations in section 188 of TULRCA 1992 in respect of the redundancy dismissals of all of the Claimants in the Schedule.
4. The Claimants' complaint for a protective award is well-founded and succeeds.

5. The First Respondent shall pay remuneration (that is, a protective award) to all those Claimants listed in the Schedule.
6. The protective award is for a period of 90 days commencing on 31st October 2023, being the date on which all of the dismissals to which the complaint relates took effect.

Employment Judge Nicklin

Date 26th June 2024

JUDGMENT SENT TO THE PARTIES ON

4 July 2024

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FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

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

Schedule to Judgment – List of Claimants

Imran	Ahmed
Foize	Ahmed
Petru	Artene
Petru	Artene
Kim	Barrett
Edward	Cumming
Alan	Esa
Jennifer	Fry
Carl	Gibson
Michal	Gwiazda
Philip	Honey
Benny	Hor
Gurpreet	Kamboz
Mehrzaad	Khajeh Afzali
Craig	Lauder
Joana	Lopes
Marius	Lupoae
Shanta	Naidoo
Rhys	Naughton
Florin	Oprea
Samuel	Partridge
Moheen	Qureshi
Julie	Scott
Ben	Stone
Tony	Toms
Reuben	Tyson
Hamid	Vafaeifard
Aaran	Vince
Marios	Vironos
Stephanie	Walker
Gordon	White
Michael	Whittington