

1801331/2024; 1801332/2024; 1801333/2024  
1801334/2024; 1801335/2024; 1801336/2024  
1801337/2024; 1801338/2024; 1801339/2024  
1801340/2024; 1801341/2024; 1801342/2024  
1801343/2024



# EMPLOYMENT TRIBUNALS

**Claimants:**

- (1) Ms Chantelle Devine
- (2) Mr David Wheeler
- (3) Mr Jonathan Reed
- (4) Mr Anthony Swift
- (5) Mr John Funnell
- (6) Mr Cameron Helder
- (7) Ms Stephanie Turner
- (8) Ms Sarah Watkins
- (9) Mr David Hilton
- (10)
- (11)
- (12)
- (13)

Ms Linda Lancaster-Harm  
Mr Chris Bennett  
Mr Gary Paul  
Mr Robin Mawson

**Respondent:** Lontra Limited (in administration)

**Heard at:** Leeds (by CVP)

**On:** 14 April 2025

**Before:** Employment Judge White

## REPRESENTATION:

**Claimant:** Mr J Thompson, Griffin Legal LLP (Solicitor)  
**Respondent:** Not in attendance

# JUDGMENT

The judgment of the Tribunal is as follows:

1801331/2024; 1801332/2024; 1801333/2024  
1801334/2024; 1801335/2024; 1801336/2024  
1801337/2024; 1801338/2024; 1801339/2024  
1801340/2024; 1801341/2024; 1801342/2024  
1801343/2024

## **Failure to inform and consult**

1. The claimants' complaints under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 of a failure by the respondent to comply with the requirements of section 188 of the 1992 Act are well-founded.
2. The Tribunal makes a protective award in favour of the Claimants for a protected period of 90 days. The protected period commenced on 28 November 2023.
3. The Recoupment Regulations apply.

**Approved by:**  
**Employment Judge White**  
**14 April 2025**

Judgment sent to the parties on:  
29/05/2025

.....  
For the Tribunal:

.....

### **Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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

Judgments (apart from judgments under rule 51) 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.