



EMPLOYMENT TRIBUNALS

Claimants: See Schedule

Respondents: (1) Henry Construction Projects Ltd (in administration)
(2) The Secretary of State for Business and Trade

Heard at: Watford (over CVP) **On:** 8 November 2024

Before: Employment Judge Dick

Representation

Claimants: Mr M Todd (counsel) and Mr A Lewis (solicitor)

Respondents: Did not appear

JUDGMENT

Upon the administrators having indicated that they consented to the proceedings continuing on the terms set out in their letter of 3 November 2023, the Judgment of the Tribunal is as follows:

1. The claimants' complaint under s 189(1)(a) Trade Union and Labour Relations (Consolidation) Act 1992 ("the Act") that the first respondent did not comply with a requirement of s 188 of the Act is well founded. The respondent dismissed as redundant 20 or more employees at one establishment within a period of ninety days without the required consultation. The establishment was the business of Henry Construction Ltd. The dismissed employees were all persons employed by the first respondent immediately before 8 June 2023 (whether those employees worked at the first respondent's registered office at Parkway Farm Church Road, Cranford, Hounslow, TW5 9RY or elsewhere).
2. A protective award is made under s 189(2) of the Act. The first respondent must pay the claimants remuneration for the protected period of 90 days beginning 8 June 2023.

Employment Judge Dick

8 November 2024

JUDGMENT SENT TO THE PARTIES ON

.....5 December 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 THE JUDGMENT

The claims and claimants are as follows:

3311473/2023, 3311474/2023 Mr Yacqub Mohamed
3311475/2023 Ms Ciara Foster
3311476/2023 Mr Carsten Dean
3311477/2023 Mr Ruairi Savage
3311478/2023 Mr Nicky Hadden
3311479/2023 Mr Ryan Trojanowski
3311480/2023 Mr Lewis Jones
3311481/2023 Mr Svet Ignatov
3311482/2023 Mr Lee Morse
3311483/2023 Ms Louise Blackwood
3311484/2023 Mr Liam Staunton
3311485/2023 Ms Bella Gilewicz
3311486/2023 Mr Adam McAviney
3311487/2023 Mr Aamir Khan
3311488/2023 Mr Patrick McNelis
3311489/2023 Mr John Millard
3311490/2023 Mr Ervin Maci
3311491/2023 Mr John Paul Connolly
3311492/2023 Ms Cristina Nina
3311493/2023 Ms Sajina Agha
3311494/2023 Mr Jack Gallagher
3311495/2023 Ms Carly Pinheiro
3311496/2023 Mr Pavels Mirosnikovs
3311497/2023 Mr Rhys Alexander