



EMPLOYMENT TRIBUNALS

Claimants: Mr. R Sharpe & others (see attached schedule)

Respondent: Canal Engineering Limited (In Creditors Voluntary Liquidation)

Interested Party: The Secretary of State for Business & Trade

Heard by: Cloud Video Platform (Midlands East Region)

On: 24th September 2024

Before: Employment Judge Heap (sitting alone)

Representation

Claimants represented by CFS

Redundancy Payments:

Mr. P Harthan - Counsel

Claimants represented by Thompsons solicitors: **Mr. G Deane - Counsel**

Respondent: **Written Representations**

For the Secretary of State as an interested party: **Written representations**

JUDGMENT

1. The Respondent failed to comply with the requirements of Sections 188 and 188A(1) Trade Union and Labour Relations (Consolidation) Act 1992 and the Tribunal makes a declaration to that effect.
2. The Tribunal accordingly makes a protective award in respect of all the Claimants named on the attached schedule.
3. The protected period is a period of 90 days commencing on 14th July 2023.

**Case Nos: 2602415/2023 & others (see attached schedule)
2602038/2023 & Anor (see attached schedule)**

4. The Employment Protection (Recoupment of Benefits) Regulations 1996 may apply to these awards.

Employment Judge Heap

Date: 24th September 2024

JUDGMENT SENT TO THE PARTIES ON

.....02 October 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>

	Multiple Schedule
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**Case Nos: 2602415/2023 & others (see attached schedule)
2602038/2023 & Anor (see attached schedule)**

Multiple:	2600490 - Canal Engineering Limited
Case Number	Case Name
2602038/2023	Gary Chilton -v- Canal Engineering Limited (In Creditors Voluntary Liquidation) & Others
2602039/2023	Ian Lee -v- Canal Engineering Limited (In Administration) & Others
2602415/2023	Mr Ryan Sharpe -v- Canal Engineering Limited (In Creditors Voluntary Liquidation) & Others
2602416/2023	Mr Ryan Sharpe -v- Canal Engineering Limited(In Administration) & Others
2602417/2023	Mr Rikki Jones -v- Canal Engineering Limited (In administration) & Others
2602418/2023	Mr Chris Thornton -v- Canal Engineering Limited & Others
2602419/2023	Mr Liam Waine -v- Canal Engineering Limited & Others
2602420/2023	Mr Ashley Hands -v- Canal Engineering Limited & Others
2602421/2023	Mr Luke Reeve -v- Canal Engineering Limited & Others
2602422/2023	Mr Craig Davis -v- Canal Engineering Limited & Others
2602423/2023	Mr Ricky Taylor -v- Canal Engineering Limited & Others
2602424/2023	Mr Edward Shaw -v- Canal Engineering Limited & Others
2602425/2023	Mr Joseph Beechey -v- Canal Engineering Limited & Others
2602426/2023	Mr Gary Malin -v- Canal Engineering Limited & Others
2602427/2023	Mr Matthew Lawlor -v- Canal Engineering Limited & Others
2602428/2023	Mr Frasier Timmins -v- Canal Engineering Limited & Others
2602429/2023	Mr Paul Blanch -v- Canal Engineering Limited & Others
2602430/2023	Mr Eurel Hylton -v- Canal Engineering Limited & Others
2602431/2023	Mr Connor Bamford -v- Canal Engineering Limited & Others
2602432/2023	Mr David Extall -v- Canal Engineering Limited & Others
2602433/2023	Mr Oliver White -v- Canal Engineering Limited & Others
2602434/2023	Mr David Tomlinson -v- Canal Engineering Limited & Others
2602435/2023	Mr Lewis Russell -v- Canal Engineering Limited & Others

**Case Nos: 2602415/2023 & others (see attached schedule)
2602038/2023 & Anor (see attached schedule)**

2602436/2023	Mr Richard Daly -v- Canal Engineering Limited & Others
2602437/2023	Mr Oliver Neville -v- Canal Engineering Limited & Others
2602438/2023	Mr James Lester -v- Canal Engineering Limited & Others
2602439/2023	Mr Aaron Ibbitson -v- Canal Engineering Limited & Others
2602440/2023	Mr George Bosworth -v- Canal Engineering Limited & Others
2602441/2023	Mr Richard Wilkinson -v- Canal Engineering Limited & Others
2602442/2023	Mr Matthew Searcy -v- Canal Engineering Limited & Others
2602443/2023	Mr Malcolm Chambers -v- Canal Engineering Limited & Others
2602444/2023	Mr Liam Chambers -v- Canal Engineering Limited & Others
2602445/2023	Mr Martin Ottewell -v- Canal Engineering Limited & Others
2602446/2023	Mr Connor Ryder -v- Canal Engineering Limited & Others
2602447/2023	Mrs Jenna McCartney -v- Canal Engineering Limited & Others
2602448/2023	Mr Karl Marriott -v- Canal Engineering Limited & Others
2602449/2023	Mr Alan Hudson -v- Canal Engineering Limited & Others
2602450/2023	Mr Pete Burrows -v- Canal Engineering Limited & Others
2602451/2023	Mr George Wilson -v- Canal Engineering Limited & Others
2602452/2023	Mr Dean Sharp -v- Canal Engineering Limited & Others
2602453/2023	Mrs Shelley Hill -v- Canal Engineering Limited & Others
2602454/2023	Mrs Beth Faulkner -v- Canal Engineering Limited & Others
2602455/2023	Mr Paul Cooke -v- Canal Engineering Limited & Others
2602456/2023	Mr Dean Godfrey -v- Canal Engineering Limited & Others
2602457/2023	Mr Kevin Boulton -v- Canal Engineering Limited & Others
2602458/2023	Mr Wayne Barrowcliffe -v- Canal Engineering Limited & Others
2602459/2023	Mr Connor Barrowcliffe -v- Canal Engineering Limited & Others
2602460/2023	Mr Corte Dowell -v- Canal Engineering Limited & Others

**Case Nos: 2602415/2023 & others (see attached schedule)
2602038/2023 & Anor (see attached schedule)**

2602461/2023	Mr Eric Cale -v- Canal Engineering Limited & Others
2602462/2023	Mr Graeme Alderson -v- Canal Engineering Limited & Others
2602463/2023	Mr Michael Godbert -v- Canal Engineering Limited & Others
2602464/2023	Mr Gareth Bull -v- Canal Engineering Limited & Others
2602465/2023	Mrs Julie Penwright -v- Canal Engineering Limited & Others
2602466/2023	Mrs Sarah Daykin -v- Canal Engineering Limited & Others
2602467/2023	Mr Andrew Lord -v- Canal Engineering Limited & Others