



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr L Donald & others (see schedule)

**Respondents:**

1. Smarta Security Ltd (in Creditors Voluntary Liquidation)
2. Safeguard Security Group Ltd (in Creditors Voluntary Liquidation)
3. Safeguard Group Services Ltd
4. Crownsbury Ltd (in Administration)
5. Acquisition 39511675 Limited (formerly Complete Recruitment Resources Limited) (in Compulsory Liquidation)
6. Mitie Security Ltd

**HELD AT:** Manchester **ON:** 5 June 2017

**BEFORE:** Employment Judge Franey  
(sitting alone)

## REPRESENTATION:

**Claimants:** Mr D Tolcher, Solicitor  
**3<sup>rd</sup> Respondent:** Ms K Irvine, Litigation Consultant  
**6<sup>th</sup> Respondent:** Ms S Ashberry, Solicitor  
**Other Respondents:** Not present

# JUDGMENT

The following complaints are dismissed upon withdrawal by the claimants:

1. All complaints of unlawful deductions from pay contrary to Part II Employment Rights Act 1996.
2. The references under section 11 Employment Rights Act 1996 seeking a determination of the particulars of employment.
3. All complaints of unfair dismissal under Part X Employment Rights Act 1996.
4. All complaints seeking a redundancy payment.

5. All complaints of a failure to consult contrary to section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992.

Employment Judge Franey

7 June 2017

JUDGMENT SENT TO THE PARTIES ON

12 June 2017

FOR THE TRIBUNAL OFFICE

**Schedule**

**Mr L Donald & 12 Others**

**V**

- 1) Smarta Security Ltd (in creditors voluntary liquidation)**
- 2) Safeguard Security Group Ltd (in creditors voluntary liquidation)**
- 3) Safeguard Group Services Ltd**
- 4) Crownsbury Ltd (in administration)**
- 5) Acquisition 39511675 Ltd (formerly Complete Recruitment Resources Ltd)**
- 6) Mitie Security Ltd**

<b>2401879/2016</b>	<b>Mr Lawrence Donald</b>
<b>2401880/2016</b>	<b>Mr T Lowe</b>
<b>2401881/2016</b>	<b>Mr Carl Odgen</b>
<b>2401882/2016</b>	<b>Mr Steve Thomas</b>
<b>2401883/2016</b>	<b>Mr Steven Gregson</b>
<b>2401884/2016</b>	<b>Mr Greg Doughty</b>
<b>2401885/2016</b>	<b>Mr Matthew Burton</b>
<b>2401886/2016</b>	<b>Mr David O'Halloran</b>
<b>2401887/2016</b>	<b>Mr Peter Elliott</b>
<b>2401888/2016</b>	<b>Mr Matthew Wilding</b>
<b>2401889/2016</b>	<b>Mr Patrick Bowker</b>
<b>2401890/2016</b>	<b>Mr Mark Dixon</b>
<b>2401891/2016</b>	<b>Mr Shaun Gregan</b>