



EMPLOYMENT TRIBUNALS

Claimants:	(1)	Mr John Tanner	1401350/2023
	(2)	Mr Romas Taucensk	1401444/2023
	(3)	Mr Matthew Jarrett	1401462/2023
	(4)	Mr Ben Jarrett	1401468/2023
	(5)	Mrs Ewa Jarrett	1401580/2023
	(6)	Mrs Danulta Polkowska	1401582/2023
	(7)	Mrs Aneta Koscielniak	1403238/2023
	(8)	Mr Daniel Tessarolo	1403286/2023
	(9)	Mrs Asta Pavlyk	1403310/2023
	(10)	Mrs Bogumula Nieruchalska	1403344/2023
	(11)	Mrs Hannah Kinsella	1403544/2023
	(12)	Mr Adam Krzeszewski	1403568/2023
	(13)	Mrs Jadwiga Koscielniak	1405075/2023
	(14)	Mrs Grazyna Krzeszewska	1405109/2023

Respondents:

- 1. Emagination Holdings Ltd (In Creditors Voluntary Liquidation)**
- 2. The Secretary of State for Business Energy Industrial Strategy**

Heard at: Bristol (by video)

On: 1 December 2023

Before: Employment Judge Midgley

Representation

Claimants: In Person
(No attendance from claimants 4, 5, 6, 8, 9, 10, 12 and 14)

Respondents: (1) Mrs Tracey Dawson, HR Business Manager
(2) No attendance or representation

JUDGMENT

UPON hearing evidence from the claimants and the claimants submitting schedules of loss following the hearing

The Judgment of the Tribunal is:

1. The claims of all claimants that the First Respondent failed to consult in relation to the intended redundancies contrary to s.188 TULR(C)A 1992 are well founded and succeed.

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2. It is just and equitable to make a protective award in respect of each of the claimants for 90 days' pay.

Employment Judge Midgley
Date 15 January 2024

Judgment sent to the Parties: 16 January 2024

FOR THE TRIBUNAL OFFICE

Note

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.