



# EMPLOYMENT TRIBUNALS

**Claimants:** Miss C Jones & others

**Respondent:** Graysons Restaurants Limited

**HELD AT:** Liverpool **ON:** 6 June 2017

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

## REPRESENTATION:

**Claimants:** Ms R Bull, Solicitor

**Respondent:** Mr S Sweeney of Counsel

## JUDGMENT ON COSTS

The judgment of the Tribunal is that the application for costs by the claimants against the respondent fails and is consequently dismissed.

## CASE MANAGEMENT DISCUSSION – DIRECTIONS

1. After the hearing with regard to costs it was discussed as to how this litigation could proceed.
2. It was decided that the matter should proceed to a telephone conference call/case management discussion on **Thursday 16 November 2017 at 10.00am** at Liverpool Employment Tribunal.
3. Leading up to that date the following directions are made for the future good conduct of the proceedings:
  - (1) By no later than 4 July 2017 the claimants shall identify and communicate with the respondents telling them who the lead claimants will be. It is likely there will be two lead claimants.
  - (2) By no later than 18 August 2017 the claimants shall inform the respondents who the comparators will be in this litigation in general terms. I am not asking the claimants to specify individual comparators but to specify broadly the comparators identified by job title and the bonus

schemes for each department they wish their claimants to be compared with.

- (3) Disclosure shall be completed by both parties by no later than 2 October 2017 and I leave it to the good offices of both parties' solicitors to arrange for that to be done.
  - (4) A draft bundle of documents shall be prepared by the respondents and served upon the claimants by no later than 23 October 2017.
4. During the telephone conference in mid November the parties will discuss with the Employment Judge issues as to when witness statements should be exchanged, a schedule of directions up to the final hearing and a date for the final hearing will also be arranged.
  5. A List of Issues as between the parties will be prepared. The final hearing will deal with the GMF defence issue as between the parties.
  6. If the date in November is not convenient then the parties should inform the Tribunal by no later than 13 June 2017 and the date will be changed.
  7. I felt that I could not order the claimants to specify individual comparators at the present time and it may be that at the hearing in November further directions can be made in that regard.
  8. I have arranged for there to be a hearing in November because that will be just over one week after the EAT has dealt with certain issues between the parties, and the way in which the EAT deals with the issues may affect the directions I make to the final hearing.
  9. As I understand it, the hearing in the Employment Appeal Tribunal in November will also involve the Secretary of State for Business, Energy and Industrial Strategy who has now become an interested party in these proceedings.
  10. However no other order or direction need be made at the present time, and all matters will be dealt with at the November hearing.

09-06-17

Employment Judge Robinson

JUDGMENT AND DIRECTIONS  
SENT TO THE PARTIES ON

16 June 2017

FOR THE TRIBUNAL OFFICE

Schedule

2100610	2007	Jones C Miss
2100752	2007	Bennett S Mrs
2100756	2007	Evans M Mrs
2100757	2007	Francis J Mrs
2100758	2007	Fletcher MM Mrs
2100768	2007	Kennedy C Mrs
2100776	2007	Owens A Mrs
2100787	2007	Todd J Mrs
2101641	2007	McKenna J Mrs
2101672	2007	Donnellan M Ms
2101675	2007	Goodwin M Ms
2101676	2007	Grugel E Ms
2101683	2007	Johnston C Ms
2101684	2007	Kenny V Ms
2101702	2007	Whitehead J Ms
2101750	2007	Roberts J Ms
2101756	2007	Jones AM Mrs
2101759	2007	Channell B Mrs
2101764	2007	Hart E Mrs
2101776	2007	Ikuta LJ Mrs
2101793	2007	Burbridge S Mrs
2101795	2007	Green S Ms
2101800	2007	Bowles C Mrs
2101803	2007	Neary J Ms
2101815	2007	Ambrose B Ms
2101818	2007	Battle M Ms
2101867	2007	Harper L Ms
2101876	2007	Johnson D Ms
2101914	2007	Sloan A Mrs
2101915	2007	Smith P Mrs
2101925	2007	Ventre B Mrs
2101944	2007	Reed KG Ms
2103149	2007	Alderson J Ms
2103159	2007	Brennan E Ms
2103198	2007	Copeland J Ms
2103202	2007	Daniels A Ms
2103209	2007	Hawkins C Ms
2103214	2007	McCarfrae D Ms
2103230	2007	Worthington J Ms
2103895	2007	Singh S Mrs
2105201	2007	Ryan E Ms
2100232	2008	Brown A Miss