

Case Nos: 2403969/2018  
2403970/2018  
2403972/2018  
2403973/2018



# EMPLOYMENT TRIBUNALS

**Claimants:** Miss R Ashworth  
Miss G Neil

**Respondent:** Nicola Tanning Limited

HELD AT: Manchester

ON: 14 October 2019

BEFORE: Employment Judge Howard

REPRESENTATION:

Claimants: In person  
Respondent: Mr L Barrett

## JUDGMENT

The respondent's application for reconsideration of the judgment sent to the parties on 29<sup>th</sup> May 2019 is refused.

The respondent's details are amended to Nicola Tanning Limited

## REASONS

1. At the outset of the hearing, the claimants agreed and it was evident from the payslips, P60, Companies House records and the final accounts, that the correct respondent was Nicola Tanning Limited and I amended the respondent's name to that.

2. Mr Barrett explained that the company had ceased to trade and I checked the companies house record which showed that the company had been dissolved on 8<sup>th</sup> August 2019. No application has been made by the claimants to restore the company to the register.

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3. Mr Barrett represents a legal entity that no longer exists; he therefore has no locus, or standing, to pursue a reconsideration application and I refused it on that basis.

4. The claimants were dismissed for redundancy when the business ceased to trade. Mr Barrett accepted that no redundancy payments were made. He states that notice and holiday pay entitlements were met. I was not persuaded by his assertion and decided that, even if Mr Barrett does have standing to pursue his application for reconsideration, it is refused as I do not consider that there is any reasonable prospect of my decision that the claimants were owed compensation for unfair dismissal limited to redundancy payments and loss of statutory rights, notice and holiday pay being varied or revoked.

Employment Judge Howard

14<sup>th</sup> October 2019

JUDGMENT SENT TO THE PARTIES ON

.7 November 2019

FOR THE TRIBUNAL OFFICE