



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**

**AND**

**Respondent**

Adams and others

(1) SP Group Limited (In Administration) and  
(2) Secretary of State for Business, Energy  
and Industrial Strategy

**HELD AT** Birmingham

**ON**

25<sup>th</sup> September 2019

**EMPLOYMENT JUDGE** Choudry

**Representation:**

**For the claimants:** Ms N Toner (Solicitor)

**For the first respondent:** No appearance

**For the second respondent:** No appearance

## JUDGMENT

- (1) The claim brought by Ms Ginnette Smith under case number: 1304886/2018 is dismissed upon withdrawal.
- (2) The claim brought by Mrs Lucy Kimberley under case number: 1304820/18 is dismissed upon withdrawal.
- (3) The claim of Mrs Kimberley Lucy under case number: 1300047/2019 is duly amended as the correct name of the claimant under this case number should be Mrs Lucy Kimberley.

- (4) The claim brought by Mr Adam Sterling under case number:1304892/2018 is duly amended as the correct name of the claimant under this claim should be Mr Adam Moreland.
- (5) The claim brought by Mrs Katarzyna Sobczak under case number:130495/2018 is duly amended as the correct name of the claimant under this should be Mrs Katarzyna Bautro.
- (6) The claims brought by the 221 claimants set out in the attached schedule ("the Schedule") that the first respondent failed to comply with the requirement under section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 are well founded. The respondent is ordered to pay the claimants a protective award of remuneration for the protected period of 90 days from 24<sup>th</sup> July 2018.
- (7) The Employment Protection (Recoupment of Benefits) Regulations 1996 apply in the case of each claimant.
- (8) The claims for unfair dismissal, holiday pay and arrears of pay brought by 221 claimants set out in the Schedule remain stayed.

## **REASONS**

### ***Background***

1. The 221 claimants set out in the attached Schedule brought claims for unfair dismissal, holiday pay, arrears of pay and a protective award following the termination of their contracts of employment by the respondent following the respondent entering into administration on 24<sup>th</sup> July 2018. The first respondent did not file a Response in respect of any of the claims. The claims for unfair dismissal, holiday pay and arrears of pay are stayed by consent by the second respondent. On 7<sup>th</sup> January 2019 the administrators gave consent for the claims for protective awards to proceed.
2. The respondent specialised in design and printing of materials.

### ***Evidence and documents***

3. I heard evidence from Mrs Cassie Robertson (Account Manager), Mr Timothy Cryan (Database/Reporting Analyst), Mr David Bonehill (Operations Director) and Mr Richard Wilson (Internal Sales Coordinator). I was also presented with signed and dated statements for Mr Scott Westby (Account Manager), Ms Andrea Wood (Senior HR Business Partner), Ms Carly Hill (Account Manager), Ms Loraine Jones (Account Director) and Ms Harriet Green (Account Manager) who did not attend to give evidence. I explained to Ms Toner that I would not be able to attach the same weight to these statements as those for the

witnesses who had given evidence on oath. In addition, I was presented with a bundle of some 154 pages and very helpful written submissions by Ms Toner.

### ***Issues***

4. The issues for me to determine are as follows:
  - 4.1 Were the claimants assigned to an establishment where more than 20 employees were at risk of redundancy?
  - 4.2 Was the first respondent under a duty to undertake collective consultation?
  - 4.3 If so, did the employer undertake collective consultation in accordance with TULCRA sections 188 and 188A?
  - 4.4 If not, do the claimants have standing to bring a claim for a protective award?
  - 4.5 If so, should the Tribunal make a declaration and/or award a protective award?
  - 4.6 If so, what is the appropriate length of the protective period and when should this commence?

### ***Facts***

5. I make the following findings of fact:
  - 5.1 The first respondent specialised in design and printing materials. The first respondent used two addresses both at Hedera Road in Redditch, B98 9EY. Unit 1 housed the Head Office and manufacturing unit whilst Unit 9 was used for storage of products awaiting distribution. The HR team were also based here.
  - 5.2 Approximately 100 employees were based at 1 Hedera Road and approximately 250 employees were based at 9 Hedera Road.
  - 5.3 Staff moved freely between Unit 1 and Unit 9. Several claimants (Victoria Deacon, Harriet Green; Carly Hill; Scott Westby; Loraine Armstrong; Aisling Doyle-Rauf; David Jackson; Cassie Robertson; Daniel Sale and Perry Sammie) were contracted to work at client sites but attended Head Office several times each month.
  - 5.4 All the claimants were subject to management decisions made at the first respondent's Head Office and all the claimants based at client sites visited Head Office at least once a fortnight.
  - 5.5 In respect of the claimants based at claimant sites some were given their own desks at the client's premises whilst employees of the clients hot desked. These claimants worked from computers and server systems belonging to the first respondent rather than those of the clients. Some of client-based claimants had to sign in on arrival at the client's sites but did not do so upon entering Redditch. These claimants were based at clients' premises purely for the convenience of the clients so that their needs could be

relayed to the first respondent at Head Office. Induction took place at Head Office, grievances were considered by Head Office, their data was stored at Head Office, they were invited to attend the Christmas party at Head Office. All the client-based claimants had email sign offs with the Redditch address and all of these claimants were reliant on Redditch to complete tasks assigned to them. Payroll, IT, HR, equipment needs, performance reviews, campaign briefing, stock management, forecasting of resource and capacity, training, estimating were all dealt with at Redditch.

- 5.6 The first respondent recorded losses throughout 2016, 2017 and 2018 and entered into administration on 24<sup>th</sup> July 2018. 193 employees were dismissed immediately on the first respondent entering into administration. Another 103 employees were dismissed on 31<sup>st</sup> July 2019. Several employees were retained to assist the administrators. The Schedule sets out the termination date of all the claimants.
- 5.7 The first respondent did not recognise any trade union nor have in place any employee representatives elected for the purposes of collective consultation. No election took place to elect staff representatives nor were nominated. The first respondent did not undertake any consultation before dismissing employees on the grounds of redundancy.
- 5.8 It is clear from the administrator's statement of proposals that a decision was taken to close the business at some point between April and July 2018. One of the first respondent's directors (Landry Kouakou) sought advice from Duff and Phelps and Gateley PLC between whom fees of £53,343 were accrued prior to the first respondent entering into administration.

### **Applicable law**

6. Section 188 of TUCLCRA provides:

*(1) Where an employer is proposing to dismiss as redundant 20 or more employees at one establishment within a period of 90 days or less, the employer shall consult about the dismissals all the persons who are appropriate representatives of any of the employees who may be affected by the proposed dismissals or may be [affected by measures taken in connection with those dismissals].*

*(1A) The consultation shall begin in good time and in any event—*

- (a) where the employer is proposing to dismiss 100 or more employees as mentioned in subsection (1), at least , and*
  - (b) otherwise, at least 30 days,*
- before the first of the dismissals takes effect...*

*(2) The consultation shall include consultation about ways of—*

- (a) avoiding the dismissals,*
- (b) reducing the numbers of employees to be dismissed, and*
- (c) mitigating the consequences of the dismissals,*

*and shall be undertaken by the employer with a view to reaching agreement with the appropriate representatives...*

- 4(a) the reasons for his proposals,*
- (b) the numbers and descriptions of employees whom it is proposed to dismiss as redundant,*
- (c) the total number of employees of any such description employed by the employer at the establishment in question,*
- (d) the proposed method of selecting the employees who may be dismissed,*
- (e) the proposed method of carrying out the dismissals, with due regard to any agreed procedure, including the period over which the dismissals are to take effect.*
- (f) the proposed method of calculating the amount of any redundancy payments to be made (otherwise than in compliance with an obligation imposed by or by virtue of any enactment) to employees who may be dismissed.*
- (g) the number of agency workers working temporarily for and under the supervision and direction of the employer,*
- (h) the parts of the employer's undertaking in which those agency workers are working, and*
- (i) the type of work those agency workers are carrying out.*

#### *Section 188A*

*(1) The requirements for the election of employee representatives under section 188(1B)(b)(ii) are that—*

- (a) the employer shall make such arrangements as are reasonably practical to ensure that the election is fair;*
- (b) the employer shall determine the number of representatives to be elected so that there are sufficient representatives to represent the interests of all the affected employees having regard to the number and classes of those employees;*
- (c) the employer shall determine whether the affected employees should be represented either by representatives of all the affected employees or by representatives of particular classes of those employees;*
- (d) before the election the employer shall determine the term of office as employee representatives so that it is of sufficient length to enable information to be given and consultations under section 188 to be completed;*
- (e) the candidates for election as employee representatives are affected employees on the date of the election;*
- (f) no affected employee is unreasonably excluded from standing for election;*
- (g) all affected employees on the date of the election are entitled to vote for employee representatives;*
- (h) the employees entitled to vote may vote for as many candidates as there are representatives to be elected to represent them or, if there are to be representatives for particular classes of employees, may vote for as many candidates as there are representatives to be elected to represent their particular class of employee;*

- (i) the election is conducted so as to secure that—*
- (i) so far as is reasonably practicable, those voting do so in secret, and,*
- (ii) the votes given at the election are accurately counted.*

7. Section 189(1) provides:  
*Where an employer has failed to comply with a requirement of section 188 or section 188A, a complaint may be presented to an employment tribunal on that ground—*
- (a) in the case of a failure relating to the election of employee representatives, by any of the affected employees or by any of the employees who have been dismissed as redundant;*
  - (b) in the case of any other failure relating to employee representatives, by any of the employee representatives to whom the failure related,*
  - (c) in the case of failure relating to representatives of a trade union, by the trade union, and*
  - (d) in any other case, by any of the affected employees or by any of the employees who have been dismissed as redundant.*
8. The first respondent carries the burden to show there has been compliance or defend itself from the claims and has done neither under section 189.
9. Any protective period should commence on the first day of the dismissals as dictated by section 189(4) of TULRCA which provides:
- (4) The protected period—*
  - (a) begins with the date on which the first of the dismissals to which the complaint relates takes effect, or the date of the award, whichever is the earlier, and*
  - (b) is of such length as the tribunal determines to be just and equitable in all the circumstances having regard to the seriousness of the employer's default in complying with any requirement of section 188; but shall not exceed 90 days.*
10. The Tribunal is reminded of the guidance set out by Peter Gibson LJ in the Court of Appeal in **Susie Radin Ltd v GMB and others [2004] IRLR 400 CA** (paragraph 45) provides:
- "I suggest that ETs, in deciding in the exercise of their discretion whether to make a protective award and for what period, should have the following matters in mind:*
- (1) The purpose of the award is to provide a sanction for breach by the employer of the obligations in s. 188: it is not to compensate the employees for loss which they have suffered in consequence of the breach.*
  - (2) The ET have a wide discretion to do what is just and equitable in all the circumstances, but the focus should be on the seriousness of the employer's default.*
  - (3) The default may vary in seriousness from the technical to a complete failure to provide any of the required information and to consult.*

*(4) The deliberateness of the failure may be relevant, as may the availability to the employer of legal advice about his obligations under s. 188.*

*(5) How the ET assesses the length of the protected period is a matter for the ET, but a proper approach in a case where there has been no consultation is to start with the maximum period and reduce it only if there are mitigating circumstances justifying a reduction to an extent which the ET consider appropriate”.*

11. The definition of establishment can be interpreted in light of Directive 98/59/EC the objective being to provide protection for workers as per the case of **Rockfon A/S v Specialarbejderforbundet i Danmark (C-449/93)**.

### **Submissions**

12. Ms Toner made written submissions which I have carefully considered.
13. In summary, Ms Toner invites me to find that all the claimants are affected employees and were employed at the same establishment. As such, the first respondent was under an obligation to consult with the claimants before making the claimants redundant. It patently did no consultation either before or on entering into administration and that as it failed to comply with its statutory duty to do so when it could have done given the fact that the decision to close the business was taken at some point between April and July 2018.
14. The first respondent has not sought to defend its failure to consult nor has it taken any steps to avoid, reduce or mitigate the effects of the dismissal on more than 300 employees. As such the failure could not be more serious. Ms Toner also suggests that the failure was deliberate given the background to the dismissal and the input pre-administration by the administrators and expert legal advice obtained prior to administration.
15. Ms Toner also invites me to make some procedural amendments to the claims.

### **Conclusions**

16. In reaching my conclusions I have considered all the evidence I have heard and considered the bundle in its entirety. I have also considered the submissions made.
17. The claim brought by Ms Ginnette Smith under case number: 1304886/2018 is dismissed upon withdrawal.
18. The claim brought by Mrs Lucy Kimberley under case number: 1304820/18 is dismissed upon withdrawal.

Case number:  
1304710/18 and others

19. The claim of Mrs Kimberley Lucy under case number: 1300047/2019 is duly amended as the correct name of the claimant under this case number should be Mrs Lucy Kimberley.
20. The claim brought by Mr Adam Sterling under case number:1304892/2018 is duly amended as the correct name of the claimant under this claim should be Mr Adam Moreland.
21. The claim brought by Mrs Katarzyna Sobczak under case number:130495/2018 is duly amended as the correct name of the claimant under this claim should be Mrs Katarzyna Bautro.
22. Turning to the issues which I need to decide I am satisfied that all 221 claimants were assigned to an establishment where more than 20 employees were at risk of redundancy. Even though 10 employees were based at client premises I am satisfied on the evidence before me that they were assigned to the Head Office given that all issues relating to their employment were handled by Head Office.
23. Given that the first respondent dismissed more than 20 employees by reason of redundancy I am satisfied that there was a duty to consult on a collective basis as required by statute. The first respondent failure to discharge this duty nor did it provide any mitigation for its failure.
24. As the first respondent did not recognise a trade union nor have in place any employee representatives I am equally satisfied that the claimants have standing to bring a claim for a protective award.
25. Based on the evidence before me I find that the first respondent failed to comply with the requirement under section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 and the claim for a protective award made by the claimants is well founded.
26. As a there was a complete failure to undertake any consultation or to avoid, reduce or mitigate the effects of the dismissals on more than 300 staff I accept the submissions of Ms Toner that the failure could not be more serious. As such, the respondent is ordered to pay the claimants a protective award of remuneration for the protected period of 90 days from 24<sup>th</sup> July 2018.
27. The recoupment regulations apply to the protective award.



Case number:  
1304710/18 and others

Signed On: 20<sup>th</sup> October 2019  
Signed by: Employment Judge Choudry

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1304710/18 and others

SCHEDULE  
LIST OF CLAIMANTS

**Adams & others v SP Group Limited (in administration) & others 1304710/2018 & others**

	<b>Title</b>	<b>First Name</b>	<b>Surname</b>	<b>Case numbers</b>	<b>EDT</b>
1	Mrs	Caroline	Adams	1304710 /2018	24/07/2018
2	Mr	Mukhtar	Ahmed	1304711 /2018	01/08/2018
3	Mr	Craig	Albutt	1304712 /2018	31/07/2018
4	Mr	Faruk	Ali	1304713 /2018	24/07/2018
5	Mrs	Jacqueline	Anson	1304714 /2018	31/07/2018
6	Mr	Jonathan	Archer	1304715 /2018	24/07/2018
7	Mr	Loraine	Armstrong	1304716 /2018	24/07/2018
8	Mrs	Michael	Armstrong	1304717 /2018	31/07/2018
9	Mrs	Sarah	Attride	1304718 /2018	31/07/2018
10	Mr	Dariusz	Bartczak	1304719 /2018	24/07/2018
11	Mrs	Malgorzata	Bartczak	1304720 /2018	24/07/2018
12	Mr	James	Barton	1304721 /2018	31/07/2018
13	Ms	Katarzyna	Bautro	1304951 /2018	24/07/2018
14	Ms	Jacqueline	Beddoe	1304722 /2018	24/07/2018
15	Mr	Mitchel	Bennett	1304723 /2018	31/07/2018
16	Mrs	Zuzana	Bereznakova	1304724 /2018	01/08/2018
17	Mr	Jack	Betts	1304725 /2018	24/07/2018
18	Mrs	Sharon	Betts	1304726 /2018	31/07/2018
19	Mr	Timothy	Blakemore	1304727 /2018	31/07/2018
20	Mr	David	Bonehill	1304728 /2018	17/08/2018
21	Mr	James	Bonehill	1304729 /2018	31/08/2018
22	Mr	Matthew	Borthwick	1304730 /2018	31/07/2018
23	Ms	Kimberley	Bourne	1304731 /2018	31/07/2018
24	Mr	Keith	Bowen	1304732 /2018	31/07/2018
25	Mr	Steven	Bradshaw	1304733 /2018	24/07/2018
26	Miss	Helen	Briggs	1304734 /2018	31/07/2018
27	Mr	Carl	Bright	1304735 /2018	24/07/2018
28	Miss	Amy-Jo	Browning	1304736 /2018	24/07/2018
29	Miss	Samantha	Browning	1304737 /2018	24/07/2018
30	Mr	Krzysztof	Brzyski	1304738 /2018	01/08/2018
31	Mrs	Louise	Budd	1304739 /2018	24/07/2018
32	Ms	Wendy	Bull	1304740 /2018	24/07/2018
33	Mr	John	Burke	1304741 /2018	26/07/2018
34	Mrs	Kay	Burke	1304742 /2018	26/07/2018
35	Mr	Glenn	Cattermole	1304743 /2018	24/07/2018
36	Mr	Sebastian	Chabas	1304744 /2018	31/07/2018
37	Mr	Craig	Chambers	1304745 /2018	24/07/2018
38	Mrs	Kay	Church	1304746 /2018	24/07/2018
39	Mr	James	Clarence	1304950 /2018	12/09/2018
40	Ms	Claire	Clarke	1304747 /2018	31/07/2018
41	Mr	David	Clarke	1304748 /2018	21/09/2018
42	Miss	Emily	Claydon	1304749 /2018	31/07/2018

Case number:  
1304710/18 and others

43	Miss	Nicola	Colledge	1304750	/2018	31/07/2018
44	Mr	Jonathan	Collins	1304751	/2018	31/07/2018
45	Mrs	Laura	Coupland	1304752	/2018	24/08/2018
46	Mr	David	Coysh	1304753	/2018	31/07/2018
47	Mr	Sam	Crockett	1304754	/2018	24/07/2018
48	Mr	David	Cross	1304755	/2018	31/07/2018
49	Mr	Paul	Crowe	1304756	/2018	24/07/2018
50	Mrs	Theresa	Crowe	1304757	/2018	31/07/2018
51	Mr	Philip	Crumpton	1304758	/2018	31/07/2018
52	Mr	Timothy	Cryan	1304759	/2018	31/07/2018
53	Mr	Slawomir	Czacharowski	1304760	/2018	31/07/2018
54	Mr	Magdalena	Czarnomska	1304762	/2018	31/07/2018
55	Ms	Dariusz	Czarnomski	1304761	/2018	01/08/2018
56	Mr	John	Davis	1304763	/2018	31/07/2018
57	Mrs	Victoria	Deacon	1304764	/2018	31/07/2018
58	Mr	Varun	Dobb	1304765	/2018	31/07/2018
59	Mr	Benjamin	Dodd	1304766	/2018	24/07/2018
60	Mrs	Carol	Downes	1304767	/2018	17/08/2018
61	Miss	Aisling	Doyle-Rauf	1304768	/2018	24/07/2018
62	Mrs	Alicja	Dudaniec	1304769	/2018	24/07/2018
63	Mr	Timothy	Duffill	1304770	/2018	24/07/2018
64	Mr	Elvis	Eagle	1304771	/2018	24/07/2018
65	Mr	Damion	Ebanks	1304772	/2018	24/07/2018
66	Mr	Darren	Edmonds	1304773	/2018	24/07/2018
67	Mr	Paul	Edwards	1304774	/2018	17/08/2018
68	Mr	Scott	Egan	1304775	/2018	02/08/2018
69	Miss	Sarah	Egginton	1304776	/2018	24/07/2018
70	Ms	Carmen-Natalia	Ercse	1304777	/2018	31/07/2018
71	Ms	Stevie-Marie	Ewen	1304778	/2018	31/07/2018
72	Mr	David	Farmer	1304779	/2018	24/07/2018
73	Ms	Natalie	Farrell	1304780	/2018	24/07/2018
74	Ms	Kirsten	Forbes	1304781	/2018	24/07/2018
75	Mr	Daniel	Ford	1304782	/2018	31/07/2018
76	Mr	Wayne	Foster	1304783	/2018	31/07/2018
77	Mr	Muhammad	Fowad	1304784	/2018	01/08/2018
78	Mr	Andrew	Fox	1304785	/2018	31/08/2018
79	Mr	Jonathan	Fox	1304786	/2018	31/08/2018
80	Mrs	Hannah	Gardner	1304787	/2018	24/07/2018
81	Miss	Kelly	Geehan	1304788	/2018	31/07/2018
82	Mr	Ovidiu-Cosmin	Gheorghita	1304789	/2018	10/08/2018
83	Ms	Joanne	Gilson	1304790	/2018	27/07/2018
84	Mr	Nicholas	Goble	1304791	/2018	31/07/2018
85	Mr	Antony	Grainger	1304792	/2018	24/07/2018
86	Ms	Harriet	Green	1304793	/2018	31/07/2018
87	Mrs	Nicola	Hackett	1304794	/2018	31/07/2018
88	Mr	James	Hall	1304795	/2018	24/07/2018
89	Mrs	Michelle	Hallam	1304796	/2018	31/07/2018
90	Mr	Patrick	Hardy	1304797	/2018	24/07/2018
91	Mr	Michael	Harrison	1304798	/2018	31/07/2018

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92	Mr	Brad	Hawkeswood	1304799	/2018	24/07/2018
93	Mr	Christopher	Haynes	1304800	/2018	24/07/2018
94	Mr	Phillip	Heathcock	1304801	/2018	31/07/2018
95	Mr	Alexis	Hibell	1304802	/2018	31/07/2018
96	Mrs	Carly	Hill	1304803	/2018	31/07/2018
97	Mr	Peter	Holdstock	1304804	/2018	24/07/2018
98	Mr	Zafar	Iqbal	1304805	/2018	01/08/2018
99	Mr	David	Jackson	1304806	/2018	31/07/2018
100	Mr	Paul	Jackson-Smith	1304807	/2018	24/07/2018
101	Mr	Umer	Javid	1304808	/2018	01/08/2018
102	Mr	Marcus	Jerram	1304809	/2018	24/07/2018
103	Mr	Kevin	Jeske	1304810	/2018	01/08/2018
104	Ms	Monika	Jeske	1304811	/2018	01/08/2018
105	Mr	Adam	Johnston	1304812	/2018	24/07/2018
106	Mr	Scott	Johnston	1304813	/2018	31/07/2018
107	Mr	Stephen	Jones	1304814	/2018	24/07/2018
108	Mrs	Renata	Kaczmarek	1304815	/2018	31/07/2018
109	Mrs	Sonia	Kalinowska	1304816	/2018	24/07/2018
110	Miss	Eszter	Kaszab	1304817	/2018	24/07/2018
111	Mr	Rahid	Khan	1304818	/2018	31/07/2018
113	Mr	Samuel	Kidner	1304819	/2018	31/07/2018
112	Mrs	Lucy	Kimberley	1300047	/2019	31/10/2018
114	Mr	Matthew	Kimberley	1304821	/2018	31/07/2018
115	Miss	Stephanie	Kirby	1304822	/2018	24/07/2018
116	Ms	Laura	Korsakovaite	1304823	/2018	10/08/2018
117	Mr	Pawel	Kosinski	1304824	/2018	01/08/2018
118	Mr	Hubert	Kulinski	1304825	/2018	24/07/2018
119	Mr	Vytautas	Kuprys	1304826	/2018	01/08/2018
120	Mr	Szymon	Lenard	1304827	/2018	24/07/2018
121	Mr	Stephen	Lenihan	1304828	/2018	21/09/2018
122	Mrs	Lisa-Marie	Linden	1304829	/2018	24/07/2018
123	Mr	Stephen	Lloyd	1304830	/2018	31/07/2018
124	Mr	Matthew	Long	1304831	/2018	24/07/2018
125	Ms	Agata	Madura	1304832	/2018	01/08/2018
126	Mr	Trevor	Maguire	1304833	/2018	24/07/2018
127	Miss	Beata	Malagowska	1304834	/2018	24/07/2018
128	Mr	Andrew	Markham	1304835	/2018	27/07/2018
129	Mr	Richard	Martyn	1304836	/2018	31/07/2018
130	Mr	Hubert	Mastalerski	1304837	/2018	31/07/2018
131	Mr	Stephen	May	1304838	/2018	24/07/2018
132	Ms	Carla	McVeigh	1304839	/2018	24/07/2018
133	Mr	Alexander	Melvin	1304840	/2018	31/07/2018
134	Mr	David	Millington	1304841	/2018	31/07/2018
135	Mrs	Lidia	Mitoraj	1304842	/2018	31/07/2018
136	Mrs	Malgorzata	Mitoraj	1304843	/2018	31/07/2018
137	Mr	Douglas	Mladenovic	1304844	/2018	10/08/2018
138	Mr	Russell	Mobsby	1304845	/2018	24/07/2018
139	Mr	Virgil-Constantin	Mogoi	1304846	/2018	31/08/2018
140	Mr	Adam	Moreland	1304892	/2018	24/07/2018

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141	Mr	Sarwar	Nasr	1304847	/2018	31/07/2018
142	Ms	Katarzyna	Nita	1304848	/2018	01/08/2018
143	Mr	Lech	Nita	1304849	/2018	01/08/2018
144	Ms	Amber	Nosheen	1304850	/2018	01/08/2018
145	Mr	Christopher	O'Donnell	1304851	/2018	24/07/2018
146	Mr	Andrew	Owen	1304852	/2018	24/07/2018
147	Mr	Gary	Page	1304853	/2018	31/07/2018
148	Mr	Kurt	Parkinson	1304854	/2018	24/07/2018
149	Mr	Dhruva	Patel	1304856	/2018	24/07/2018
150	Mr	Thomas	Patrick	1304855	/2018	31/07/2018
151	Mr	Christopher	Pearce	1304857	/2018	20/09/2018
152	Mrs	Toni	Pearce	1304858	/2018	20/09/2018
153	Mrs	Magda	Perduta-Ciecierska	1304859	/2018	01/08/2018
154	Mr	Simon	Pinfield-Wells	1304860	/2018	24/07/2018
155	Mrs	Katarzyna	Poplawska	1304861	/2018	01/08/2018
156	Mr	David	Postings	1304862	/2018	24/07/2018
157	Mr	Robert	Potter	1304863	/2018	31/07/2018
158	Mr	Steven	Pound	1304864	/2018	27/07/2018
159	Mr	Jamie	Powell	1304865	/2018	31/07/2018
160	Mrs	Sarah	Powell	1304866	/2018	01/08/2018
161	Mr	Steven	Prescott	1304867	/2018	31/07/2018
162	Mrs	Fiona	Proudley	1304868	/2018	26/07/2018
163	Mr	Adrian	Randle	1304869	/2018	10/08/2018
164	Mr	Slavomir	Regenda	1304870	/2018	31/07/2018
165	Mrs	Carolyn	Reston	1304871	/2018	31/07/2018
166	Mr	Shazard	Riaz	1304872	/2018	31/07/2018
167	Mr	James	Ritchie	1304873	/2018	31/07/2018
168	Miss	Cassie	Robertson	1304874	/2018	31/07/2018
169	Mr	Adam	Robinson	1304875	/2018	31/08/2018
170	Mr	Tubbasam	Sakhawat	1304876	/2018	01/08/2018
171	Mr	Daniel	Sale	1304877	/2018	31/07/2018
172	Ms	Farah	Saleem	1304878	/2018	01/08/2018
173	Mr	Perry	Sammie	1304879	/2018	30/07/2018
174	Mrs	Katarzyna	Sekowska	1304880	/2018	31/07/2018
175	Mr	Rafal	Sekowski	1304881	/2018	31/07/2018
176	Ms	Bethany	Shaw	1304882	/2018	31/07/2018
177	Mr	Brian	Shellum	1304883	/2018	31/07/2018
178	Miss	Emma	Shepherd	1304884	/2018	24/07/2018
179	Mr	Jack	Sillitoe	1304885	/2018	24/07/2018
180	Mr	Mariusz	Sowa	1304887	/2018	31/07/2018
181	Mrs	Donna	Stanley	1304888	/2018	24/07/2018
182	Mrs	Louise	Stanton	1304889	/2018	30/07/2018
183	Miss	Lesley	Starkey	1304890	/2018	24/07/2018
184	Ms	Monika	Stasiek	1304891	/2018	01/08/2018
185	Mr	Nicholas	Stevens	1304893	/2018	24/07/2018
186	Mr	Richard	Stormes	1304894	/2018	24/07/2018
187	Mrs	Luiza	Szaniawska	1304895	/2018	31/07/2018
188	Miss	Alina	Szazi	1304896	/2018	10/08/2018
189	Mr	Grzegorz	Szypulka	1304897	/2018	01/08/2018

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<b>190</b>	Mr	Ludwik	Szypulka	1304898	/2018	31/07/2018
<b>191</b>	Mr	Darren	Tarver	1304899	/2018	31/07/2018
<b>192</b>	Mr	Christopher	Tindell	1304900	/2018	24/07/2018
<b>193</b>	Ms	Andrea	Tomonyiczka	1304901	/2018	31/07/2018
<b>194</b>	Mrs	Natalie	Tongue	1304902	/2018	24/07/2018
<b>195</b>	Mr	Bradley	Townsend	1304903	/2018	31/07/2018
<b>196</b>	Mr	Richard	Townsend	1304904	/2018	31/07/2018
<b>197</b>	Mr	Marwan	Tuffuque	1304905	/2018	31/08/2018
<b>198</b>	Mrs	Nicola	Turner	1304906	/2018	24/07/2018
<b>199</b>	Miss	Ema	Vale	1304907	/2018	31/07/2018
<b>200</b>	Mr	Michael	van Wyk	1304908	/2018	31/07/2018
<b>201</b>	Ms	Eva	Verebova	1304909	/2018	01/08/2018
<b>202</b>	Mr	Matthew	Vernon	1304910	/2018	31/07/2018
<b>203</b>	Mr	William	Vernon	1304911	/2018	22/08/2018
<b>204</b>	Mrs	Dawn	Wadlow	1304912	/2018	31/07/2018
<b>205</b>	Mr	Richard	Wakefield	1304913	/2018	24/07/2018
<b>206</b>	Mr	Craig	Watkins	1304914	/2018	31/07/2018
<b>207</b>	Mr	William	West	1304915	/2018	24/07/2018
<b>208</b>	Mr	Scott	Westby	1304916	/2018	24/07/2018
<b>209</b>	Mrs	Paula	Westwood	1304917	/2018	01/08/2018
<b>210</b>	Mr	David	White	1304918	/2018	31/07/2018
<b>211</b>	Miss	Julian	Whyte	1304919	/2018	24/07/2018
<b>212</b>	Mr	Mark	Wilkins	1304920	/2018	24/07/2018
<b>213</b>	Mr	Mark	Wilkinson	1304921	/2018	31/07/2018
<b>214</b>	Mr	Robert	Wilmot	1304922	/2018	24/08/2018
<b>215</b>	Mr	Iain	Wilson	1304923	/2018	24/07/2018
<b>216</b>	Ms	Katherine	Wilson	1304924	/2018	24/07/2018
<b>217</b>	Mr	Richard	Wilson	1304925	/2018	24/07/2018
<b>218</b>	Mr	Kevan	Wimlett	1304926	/2018	24/07/2018
<b>219</b>	Ms	Magdalena	Wojtanowska	1304927	/2018	31/07/2018
<b>220</b>	Mrs	Andrea	Wood	1304928	/2018	17/08/2018
<b>221</b>	Miss	Samantha	Zollman	1304929	/2018	24/07/2018