



EMPLOYMENT TRIBUNALS

Claimants: (1) Ms A Aftyka and 122 others (as listed in the Multiple Schedule)
(2) Mr N Tzovanos
(3) Mr R Ramanandi

Respondents: (1) Kesslers International Limited (in administration)
(2) The Secretary of State for Business, Energy and Industrial Strategy

Heard at: East London Hearing Centre (by Cloud Video Platform)

On: 7 September 2022

Before: Employment Judge Gardiner

Representation

For Mr N Tzovanos **No attendance**

For Mr R Ramanandi **Mr Paul Smith (solicitor)**

All other Claimants: **Ms Nuala Toner (solicitor)**

First Respondent: **No attendance**
Second Respondent: **No attendance**

JUDGMENT

The judgment of the Tribunal is that:-

1. Mr Tzovanos withdraws his case number 3200976/2022 and that case is dismissed upon withdrawal.
2. Mr Ramanandi withdraws his case number 3201237/2022 as part of the Multiple 3200166. That case is dismissed upon withdrawal. His separate case number 3202863/2022 seeking the same remedy is not withdrawn.

- 3. The First Respondent has failed to comply with the requirements set out in Sections 188 and 188A Trade Union and Labour Relations (Consolidation) Act 1992 (“TULRCA 1992”).**
- 4. Each of the Claimants was employed at the same establishment in Stratford, East London. With the exception of Mr N Tsovanos (whose case has been withdrawn) they are entitled to a protective award ordering the First Respondent to pay remuneration for a protected period of 90 days beginning on 17 December 2021, the date on which the first of the dismissals took effect. It is just and equitable that the protected period should be 90 days having regard to the seriousness of the First Respondent’s default in complying with the requirements of Section 188 TULRCA 1992.**
- 5. The complaint brought by Mrs Dion Mattushek (3201208/2022) as part of Multiple 3200166 that there has been a failure to pay the full entitlement to accrued holiday pay is stayed for a period of three months, until 7 December 2022. If no request is made to the Tribunal for this issue to be determined before that date, then this complaint will stand dismissed without further order.**
- 6. The remaining holiday pay complaints brought by other Claimants as part of Multiple 3200166 are dismissed upon withdrawal.**
- 7. Each complaint of failure to pay notice pay and for arrears of pay brought by any of the Claimants as part of Multiple 3200166 is dismissed upon withdrawal.**

Employment Judge Gardiner
Dated: 8 September 2022

Multiple Schedule

3200166 - Kesslers International Limited (in administration)

Case Number	Claimant	Respondent
3201139/2022	Ms Aleksandra Aftyka	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201140/2022	Mr mahammed ahamed	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201141/2022	Mr ghalib ahmed	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201142/2022	Mr ahmed ali	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201143/2022	Mr mehmet ali	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201144/2022	Mr adrian allen	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201145/2022	Mr nigel allen	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201146/2022	Mr thomas ashley	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201147/2022	Mrs jevgenija ausiuriene	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201148/2022	Mr viktor babin	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201149/2022	Mr istvan baricz	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201150/2022	Mr daniel blickett	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201151/2022	Mr christopher brown	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201152/2022	Mr colin brown	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201153/2022	Mr ian bruce	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201154/2022	Mrs aurica burlacu	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201155/2022	Mr james butler	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201156/2022	Mr brian candy	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201157/2022	Mr jason chapman	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201158/2022	Mr samuel chapman	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201159/2022	Mr george chesterman	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201160/2022	Mrs nicoleta craciun	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201161/2022	Mr richard denham	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201162/2022	Mr alan dennis	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201163/2022	Ms simona dirgeliene	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy

Multiple Ref: 3200166
Case Numbers: 3200976/2022; 3202863/2022

3201164/2022	Mr samuel fanson	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201165/2022	Mr callum fitzgibbon	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201166/2022	Mr tony fitzgibbon	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201167/2022	Ms kathryn foster	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201168/2022	Mr neil fox	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201169/2022	Mr paul gallagher	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201170/2022	Mr john gillett	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201171/2022	Mr adam glover	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201172/2022	Mr mayur gohil	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201173/2022	Mrs anna groseva	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201174/2022	Mr robert hair	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201175/2022	Mr laszlo hajdu	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201176/2022	Mr danny hamilton	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201177/2022	Mr neil harrison	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201178/2022	Mr mark hart	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201179/2022	Mr stuart hawker	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201180/2022	Mrs jenny hawkins	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201181/2022	Mr gary hearne	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201182/2022	Mrs natalija hearne	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201183/2022	Mr govind hirani	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201184/2022	Mrs katherine howes	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201185/2022	Mr philip hunt	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201186/2022	Mr chad hutcheon	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201187/2022	Mr petre iancu	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201188/2022	Mr costel ionascu	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201189/2022	Mr christian jameson	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201190/2022	Mr bhagwanji jiwan chawhan	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy

Multiple Ref: 3200166
Case Numbers: 3200976/2022; 3202863/2022

3201191/2022	Mr david joseph	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201192/2022	Mr ernest kalule	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201193/2022	Mr masoud kanani	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201194/2022	Mr imre katai	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201195/2022	Mrs manjit kaur	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201196/2022	Ms nirmaljit kaur	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201197/2022	Mr ali kayikkiran	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201198/2022	Mr michael kinch	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201199/2022	Ms dorina kovacs	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201200/2022	Mr sandor kovacs	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201201/2022	Mr mantas labeikis	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201202/2022	Mr christopher lee	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201203/2022	Mr ka kei leung	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201204/2022	Mr barry lewis	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201205/2022	Mr bradley lewis	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201206/2022	Mr gyula linczer	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201207/2022	Ms georgia martin	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201208/2022	Mrs dion mattushek	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201209/2022	Mr eoin mccusker	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201210/2022	Mr neil mead	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201211/2022	Mr ion medinschi	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201212/2022	Mr joshua milford	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201213/2022	Miss robyn millar	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201214/2022	Mr daniel-mircea moise	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201215/2022	Miss aoife monaghan	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201216/2022	Miss terri moore	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201217/2022	Mr daniel mortu	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy

Multiple Ref: 3200166
Case Numbers: 3200976/2022; 3202863/2022

3201218/2022	Mr mohammed naheem	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201219/2022	Mr alexandru-ionut paic	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201220/2022	Mr prabodhbhai pandya	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201221/2022	Mr christopher parmenter	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201222/2022	Mr ashvinbhai patel	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201223/2022	Mr dipak patel	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201224/2022	Mrs hansaben patel	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201225/2022	Mr hasmukhlal patel	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201226/2022	Mr jayantibhai patel	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201227/2022	Mrs kailashben patel	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201228/2022	Mrs kesarbai patel	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201229/2022	Mrs niruben patel	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201230/2022	Mrs shantaben patel	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201231/2022	Mr vipinbhai patel	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201232/2022	Mrs denisa-ionela poenaru	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201233/2022	Miss laura prentice	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201234/2022	Mr edward pringle	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201235/2022	Mr kumar rajan	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201236/2022	Miss mergyul ramadan	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201237/2022	Mr rajendra ramanandi	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201238/2022	Miss laimute raubiene	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201239/2022	Miss claire roberts	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201240/2022	Mr edem sedowofia	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201241/2022	Mr clifford sequeira	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201242/2022	Mr saeed shaikh	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201243/2022	Mrs sargam shingadia	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201244/2022	Mr peter smith	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy

Multiple Ref: 3200166
Case Numbers: 3200976/2022; 3202863/2022

3201245/2022	Mr christopher sophocli	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201246/2022	Mr gregory stagg	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201247/2022	Mr neil stevens	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201248/2022	Mrs samantha sullivan	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201249/2022	Mr alan swallow	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201250/2022	Mr krzysztof swider	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201251/2022	Ms marcia sydee	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201252/2022	Mr matthew sztanko	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201253/2022	Mr zoltan szucs	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201254/2022	Mrs veselina tarabanova	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201255/2022	Mr igors telegins	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201256/2022	Mr graham thorpe	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201257/2022	Mrs georgiana timofte	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201258/2022	Mr philip tott	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201259/2022	Mr bahuleyan viswambharan	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201260/2022	Mr brandon williams	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201261/2022	Miss skye wurfel	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy
3201262/2022	Miss carol young	(1) Kesslers International Limited (in administration) (2) The Secretary of State for Business, Energy and Industrial Strategy