



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Duffield  
Mr Q Hussain

**Respondents:** Ibco Limited

**HELD AT:** Manchester Employment Tribunal

**ON:** 2 and 3 March 2023

**BEFORE:** Employment Judge Cookson  
Mrs Booth  
Mrs Clover

## REPRESENTATION:

**Claimants:** Mr Duffield (Craig Duffield's father)  
**Respondent:** Mr Starcevic (Counsel)

## Costs Order

For the reasons given at the hearing, the respondent is ordered to pay to each claimant the sum of £672 in respect of 16 hours of preparation time at £42 per hour, in accordance with Rule 75(2) and Rule 79 in respect of the respondent's unreasonable conduct in the way proceedings have been conducted, to be paid by 3 April 2023.

---

**Employment Judge Cookson**

Date 6 March 2023

ORDER SENT TO THE PARTIES ON  
14 March 2023

FOR THE TRIBUNAL OFFICE

Notes

1. Reasons for the decision 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.