



# EMPLOYMENT TRIBUNALS

**Claimants:** (1)Mr Mark Twiddy  
(2) Mr Wayne Gray  
(3) Mr Stephen Morris  
(4) Mr Perry Hooker  
(5) Mr Richard Murray

**Respondents:** (1) Menzies Aviation (UK) Limited  
(2) Aeroco Group International Limited

**Heard at:** East London Hearing Centre (by CVP)

**On:** 25 August 2023

**Before:** Employment Judge F Allen

**Representation:**  
Claimants 1-4: Mr Werenowski, Counsel instructed by Werenowski  
Consultancy  
Claimant 5: no appearance  
Respondents: (1) Ms Tutin, Counsel instructed by DLA Piper  
(2) Mr Flood, Counsel instructed by Primas Law

## JUDGMENT

1. The claims by Mr Richard Murray (3200136/2021) are struck out in their entirety under rule 37(1)(d) of The Employment Tribunals Rules of Procedure 2013. The claimant was given the opportunity pursuant to an order dated 18 April 2023 to show reason why his claims should not be struck out for not having been actively pursued under Rule 37(1)(d). No response or request for a hearing has been received.
2. The employment of the following claimants, Mr Mark Twiddy, Mr Wayne Gray, Mr Stephen Morris and Mr Perry Hooker transferred from the first respondent to the second respondent by operation of Regulation 3 (1)(b) (ii) of the Transfer of Undertakings (Protection of Employment) Regulations 2006.
3. The claims against the first respondent Menzies Aviation (UK) Limited are dismissed and the first respondent is dismissed from the proceedings.

**Case Numbers: 3200104/2021, 3200107/2021  
3200117/2021,3200134/2021, 3200136/2021**

4. The claims of Mr Mark Twiddy, Mr Wayne Gray and Mr Stephen Morris of unfair dismissal under Part 10 of the Employment Rights Act 1996 are well founded and succeed against the second respondent.
5. Mr Perry Hooker's claim of unfair dismissal is dismissed on withdrawal.
6. Mr Perry Hooker's claim for notice and holiday pay proceeds to hearing on 5-7 December 2023.
7. The claims of Mr Mark Twiddy, Mr Wayne Gray, Mr Stephen Morris and Mr Hooker are listed for a remedy hearing on 5-7 December 2023.

**Employment Judge F Allen  
Dated: 25 August 2023**