



EMPLOYMENT TRIBUNALS

Claimants: 1. Mr P Hales
2. Ms H Farrimond
3. Ms A John
4. Ms N Buvids

Respondent: Costa Limited

Heard at: Manchester Employment Tribunal (in public; by CVP)

On: 29 November 2023

Before: Employment Judge Cookson (sitting alone)

Representatives

For the claimants: In person

For the respondent: Ms K Gibson (CILEX)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

The respondent's application is refused. The above claims have not been struck out under Employment Tribunal Rule 37(1)(a) because they have no reasonable prospect of success.

Employment Judge Cookson

DATE: 12 December 2023

JUDGMENT SENT TO THE PARTIES ON

14 December 2023

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment 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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>