



# EMPLOYMENT TRIBUNALS

<b>Claimants:</b>	(1)	Mr John Tanner	1401350/2023
	(2)	Mr Romas Taucenskias	1401444/2023
	(3)	Mr Matthew Jarrett	1401462/2023
	(4)	Mr Ben Jarrett	1401468/2023
	(5)	Mrs Ewa Jarrett	1401580/2023
	(6)	Mrs Danulta Polkowska	1401582/2023
	(7)	Mrs Aneta Koscielniak	1403238/2023
	(8)	Mr Daniel Tessarolo	1403286/2023
	(9)	Mrs Asta Pavlyk	1403310/2023
	(10)	Mrs Bogumula Nieruchalska	1403344/2023
	(11)	Mrs Hannah Kinsella	1403544/2023
	(12)	Mr Adam Krzeszewski	1403568/2023
	(13)	Mrs Jadwiga Koscielniak	1405075/2023
	(14)	Mrs Grazyna Krzeszewska	1405109/2023

**Respondents:**

1. **Emagination Holdings Ltd (In Creditors Voluntary Liquidation)**
2. **Emagination Productions Ltd (In Creditors Voluntary Liquidation)**
3. **The Secretary of State for Business Energy Industrial Strategy**

**Heard at:** Bristol (by video)

**On:** 1 December 2023

**Before:** Employment Judge Midgley

**Representation**

**Claimants:** In Person  
(No attendance from claimants 4, 5, 6, 8, 9, 10, 12 and 14)

**Respondents:** (1) Mrs Tracey Dawson, HR Business Manager  
(2) No attendance or representation

## **AMENDED JUDGMENT**

**UPON** hearing evidence from the claimants and the claimants submitting schedules of loss following the hearing

The Judgment of the Tribunal is:

1. The correct identity of the claimants' employer is Emagination Holdings Ltd (In Creditors Voluntary Liquidation); the claimants are permitted to amend the claim to substitute that company as the respondent, where necessary.
2. The claims of all claimants that the First Respondent failed to consult in relation to the intended redundancies contrary to s.188 TULR(C)A 1992 are well founded and succeed.
3. It is just and equitable to make a protective award in respect of each of the claimants for 90 days' pay.
4. The dates of employment (and the commencement of the protected period) for each claimant are listed in Appendix 1 (attached)

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Employment Judge Midgley  
Date 15 January 2024  
Amended 07 February 2024

Amended Judgment sent to the parties on 20 February 2024

For the Tribunal Office

Note

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.

**APPENDIX 1**

<b><u>Name</u></b>	<b><u>Employment Dates</u></b>	<b><u>Protected period Start Date</u></b>
Mr John Tanner	01.02.1994 – 24.3.2023	24.3.2023
Mr Romas Taucenskias	07.05.2005 – 24.3.2023	24.3.2023
Mr Matthew Jarrett	01.08.1997 – 24.3.2023	24.3.2023
Mr Ben Jarrett	01.09.2001 – 24.3.2023	24.3.2023
Mrs Ewa Jarrett	01.09.2001 – 24.3.2023	24.3.2023
Mrs Danulta Polkowska	10.07.2013 – 24.3.2023	24.3.2023
Mrs Aneta Koscielniak	28.01.2013 – 24.3.2023	24.3.2023
Mr Daniel Tassarolo	? – 24.3.2023	24.3.2023
Mrs Asta Pavlyk	05.11.2019 – 24.3.2023	24.3.2023
Mrs Bogumula Nieruchalska	24.10.2011 – 24.3.2023	24.3.2023
Mrs Hannah Kinsella	12.06.2019 – 24.3.2023	24.3.2023
Mr Adam Krzeszewski	01.05.2020 – 24.3.2023	24.3.2023
Mrs Jadwiga Koscielniak	23.09.2019 – 24.3.2023	24.3.2023
Mrs Grazyna Krzeszewska	21.04.2010 – 24.3.2023	24.3.2023