



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr S Abbas & 173 others  
**Respondent 1:** A Marketing Vocation Ltd (in Administration) (“AMVOC”)  
**Respondent 2:** Secretary of State for Business and Trade (as an interested party)  
**Heard at:** Leeds Employment Tribunal  
**Before:** Employment Judge Deeley  
**On:** 11 March 2024

## Representation

**Claimants:** Mr McCrossan (Counsel), assisted by Mr Judge (Solicitor)  
**Respondents:** No attendance

# JUDGMENT

## Miss Rachel Clayton – protective award

1. The Tribunal declares that the claim of Miss Rachel Clayton (claim number 1803886/2023) that the respondent failed to comply with the requirements of s188 of the Trade Union & Labour Relations (Consolidation) Act 1992 is well-founded.
2. The Tribunal makes a protective award of 90 days’ pay in respect of Miss Clayton who was dismissed as redundant with effect from the 14 March 2023.
3. The Tribunal orders the respondent to pay Miss Clayton her remuneration for the protected period of 90 days beginning on 2 September 2020. The Recoupment of Jobseeker’s Allowance and income Support Regulations 1996 apply to this award.

**Manchester claimants – dismissal on withdrawal**

- 4. The claims of the Manchester claimants listed below are dismissed upon withdrawal of those claims at today’s hearing by the claimants’ representative. The reason for the withdrawal of those claims is that the claimants accept that there were less than 20 employees assigned to the respondent’s Manchester office as at 14 March 2023.
- 5. The list of claims withdrawn includes Mr Sullivan and Ms Lucinda Dyke. The Tribunal accepted Miss Clayton’s evidence that Mr Sullivan and Ms Dyke transferred to the Manchester office on a permanent basis several months before the respondent went into administration. Mr Sullivan was promoted on transfer to become the Manager and Ms Dyke was promoted on transfer to become the Assistant Manager of the Manchester office.

<b>MANCHESTER CLAIMANTS</b>	
<b>Claim number</b>	<b>Name</b>
1. 1804013/2023	Mr Nathan Walsh
2. 1803894/2023	Miss Eloise Derbyshire
3. 1804018/2023	Miss Rachel Wilkinson
4. 1803862/2023	Mr Benjamin Bailey
5. 1803909/2023	Mr Dale Finney
6. 1803980/2023	Mr Harry Reynolds
7. 1803974/2023	Mr Mark Popp
8. 1803848/2023	Mr Syed Ali Zaman Abbas
9. 1803949/2023	Miss Cheyma Le Falher
10. 1803917/2023	Mr Jonathan Gower
11. 1804006/2023	Mr Jake Sullivan
12. 1803898/2023	Ms Lucinda Dyke

- 6. The claimants’ revised spreadsheet of claims also stated that Miss Mia Harding (claim number 1803923/2023) was based in Manchester. However, the claimants’ solicitors did not state in their email of 8 March 2024 that her claim was withdrawn. The claimants’ solicitors have been ordered to confirm the status of Miss Harding’s claim in separate case management orders.

**Duplicate claims – dismissal on withdrawal**

7. The duplicate claims for four claimants listed below are dismissed upon withdrawal of those claims at today’s hearing. For the avoidance of doubt, the four claimants’ remaining claims will proceed.

<b>DUPLICATE CLAIMS – DISMISSED ON WITHDRAWAL</b>	
<b>Claim number</b>	<b>Name</b>
1803943/2023	Miss Victoria Jameson
1803914/2023	Mr Jak Fox
1804005/2023	Mr Luke Stevens
1803971/2023	Mrs Lisa Parker

**Other claims – dismissal on withdrawal**

8. The claims for the three claimants set out below are also dismissed upon withdrawal at today’s hearing because the claimants’ representative stated that their employment terminated for other reasons at an earlier date.

<b>OTHER CLAIMS – DISMISSED ON WITHDRAWAL</b>	
<b>Claim number</b>	<b>Name</b>
1803991/2023	Mr Muhammad Bilal Shabhir
1804012/2023	Mr Dexter Ubiaro
1803968/2023	Mr Ebenezer Oyegoke

**NOTES**

9. These claims were originally part of a multiple of 178 claims under the lead claim number 1803848/2023 and others (Mr Syed Abbas and others), arising out of the insolvency of AMVOC’s business, the closure of its offices in Leeds, Harrogate and Manchester and the redundancies of all staff based at those offices.
10. The claimants’ solicitors had issued duplicate claims in respect of four of the claimants and these were dismissed upon withdrawal at the hearing today. This left a total of 174 claimants to the multiple (including Mr Abbas).

11. Judgment in relation to the four claimants set out below was promulgated separately by the Tribunal on 5 March 2024. The Tribunal was able to give judgment for these four claimants who gave evidence at the hearing on 4 February 2024 and who were based at the respondent's Leeds office, which was the subject of the original claim (prior to the claimants' amendment application):

- 11.1 1803988/23 – Ms Zainub Saghir;
- 11.2 1803997/23 – Mr Harry Sheridan;
- 11.3 1803901/23 – Mr Liam Edmondson; and
- 11.4 1803945/23 – Miss Alzbeta Kayd.

12. The Tribunal was able to provide judgment today in respect of Miss Clayton's claim because she attended and provided witness evidence, including evidence regarding the date on which her employment terminated. The Tribunal was unable to provide judgment today in respect of the remaining Leeds and Harrogate claimants because the spreadsheet of claims provided by the claimants' solicitors contained multiple inaccuracies. Please refer to the separate case management orders.

### **Useful information**

1. There were no contested in this case, the respondent having neither entered a response nor attended the hearing. Any request for full written reasons relating to this Judgment must be made within 14 days of the date on which this Judgment is sent to the parties.
2. All judgments and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.
3. You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: <https://www.gov.uk/appeal-employment-appeal-tribunal>

Employment Judge Deeley  
Date: 19 March 2024

All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

Enc – Recoupment of benefits information leaflet

**Schedule of cases against R1 A Marketing Vocation LTD (In  
Administration) and R2  
Secretary of State for Business, Energy, and Industrial Strategy**

Case Number	Claimant Name
1803848/2023	Mr Syed Ali Zaman Abbas
1803849/2023	Mr Roohullah mohammad Akbar
1803850/2023	Miss Selam Alem
1803851/2023	Miss Zaiha Ali
1803852/2023	Mr Haseebullah Alikhil
1803853/2023	Mr Felix Allen
1803854/2023	Mr Thomas Allsopp
1803855/2023	Miss Hannah Almond
1803856/2023	Mr Guy Andrews
1803857/2023	Mr Mohammed Ali Aslam
1803858/2023	Mr Christian Atkinson
1803859/2023	Mr Murat Aydin
1803860/2023	Mr Zain Azhar
1803861/2023	Mr Arron Bailey
1803862/2023	Mr Benjamin Bailey
1803863/2023	Mr Kevin Barras
1803864/2023	Mr Dinesde Barros
1803865/2023	Mrs Natalie Bassham
1803866/2023	Mr Cameron Bedford
1803867/2023	Miss Paris Bedford
1803868/2023	Mr Blake Berkeley
1803869/2023	Mr Freddie Binns
1803870/2023	Miss Molly Black
1803871/2023	Mrs Amanda Black
1803872/2023	Mr Liam Blackmore
1803873/2023	Mr Tim Blakey
1803874/2023	Mr Kyle Bleasdale
1803875/2023	Mr Louis Bostock

**Case Number: 1803848/23 and others**

1803876/2023	Miss Demi-Nicole Bowden-Thornley
1803877/2023	Miss Ruby Bower
1803878/2023	Mr Ciaran Boyle
1803879/2023	Miss Isobel Branton
1803880/2023	Mr Anthony Brockway
1803881/2023	Miss Millie Brown
1803882/2023	Mr Daniel Brown
1803883/2023	Mr Finlay Burke
1803884/2023	Mr Dylan Cheung
1803885/2023	Mr Nicholas Clayton

1803886/2023	Miss Rachel Clayton
1803887/2023	Miss Erin Conboy
1803888/2023	Miss Faith Conroy
1803889/2023	Mrs Lorraine Cox
1803890/2023	Mr Joseph Dalton
1803891/2023	Mr Mohammed Daniel
1803892/2023	Mr Jumil Dato
1803893/2023	Mr Elliot Davies
1803894/2023	Miss Eloise Derbyshire
1803895/2023	Mr James Deyes
1803896/2023	Miss Rebecca Dobson
1803897/2023	Mr Thomas Brian Donnelly
1803898/2023	Miss Lucinda Dyke
1803899/2023	Mr Paul Earnshaw
1803900/2023	Miss Maisie-Kate Edmonds
1803901/2023	Mr Liam Edmondson
1803902/2023	Mr Delroy Edwards
1803903/2023	Mr Tom Ellison
1803904/2023	Mr Joel Etienne
1803905/2023	Mr Tom Evans
1803906/2023	Miss Paige Farmer
1803907/2023	Miss Ella Fawcett
1803908/2023	Mr Dion Fennings-dalby

**Case Number: 1803848/23 and others**

1803909/2023	Mr Dale Finney
1803910/2023	Miss Roslyn Firth
1803911/2023	Miss Paris Firth
1803912/2023	Mr Ben Fleming
1803913/2023	Mr Jak Fox
1803914/2023	Mr Jak Fox
1803915/2023	Mr Morgan Freeman
1803916/2023	Miss Emily Garbutt
1803917/2023	Mr Jonathan Gower
1803918/2023	Mr Charlie Graham
1803919/2023	Miss Kelsey Green
1803920/2023	Mr Asim Hafeez
1803921/2023	Mr George Hainsworth
1803922/2023	Mr Jack Halton
1803923/2023	Miss Mia Harding
1803924/2023	Mr Kyle Harris
1803925/2023	Miss Libbi Harrison
1803926/2023	Mr James Hawkshaw
1803927/2023	Mr Stewart Head

1803928/2023	Miss Kathryn Hillery
1803929/2023	Mr Alex Hodgson
1803930/2023	Miss Jordan Hollis
1803931/2023	Mr Joseph Howard
1803932/2023	Miss Lucy Howdon
1803933/2023	Mr Ian Huddleston
1803934/2023	Mr Harry Hulse
1803935/2023	Mr Sean Hunter
1803936/2023	Mr Russell Hunter
1803937/2023	Mr Lidle Idleh
1803938/2023	Mr Michael Imrie
1803939/2023	Mr Oliver Ince
1803940/2023	Mr Andrew Jackson
1803941/2023	Mr Joshua Jacobs

**Case Number: 1803848/23 and others**

1803942/2023	Miss Victoria Jameson
1803943/2023	Miss Victoria Jameson
1803944/2023	Mrs Davinder Kaur
1803945/2023	Miss Alzbeta Kayd
1803946/2023	Mr Joe Kaye
1803947/2023	Miss Alycia Kirkman
1803948/2023	Miss Maddy Kusinski
1803949/2023	Miss Cheyma Le Falher
1803950/2023	Mr Christopher Lythe
1803951/2023	Mr John Maguire
1803952/2023	Mr Alex Maloney
1803953/2023	Mr Jerome Mansaray
1803954/2023	Miss Angelina Masih
1803955/2023	Mr Charlie McGowan
1803956/2023	Mr Connor Milligan
1803957/2023	Mr Brandon Monaghan
1803958/2023	Miss Janet Moore
1803959/2023	Mr Liam Moroney
1803960/2023	Mrs Joanne Moroney
1803961/2023	Mr Dominic Mousley-Dean
1803962/2023	Mr Eduard Muntean
1803963/2023	Miss Sumayyah Naveed
1803964/2023	Miss Emily Neary
1803965/2023	Mr Harry Nelson
1803966/2023	Mr Ryan O'Keeffe
1803967/2023	Mr Paul Outhwaite
1803968/2023	Mr Ebenezer Oyegoke
1803969/2023	Mr Sunny Parekh

1803970/2023	Mrs Lisa Parker
1803971/2023	Mrs Lisa Parker
1803972/2023	Mr Harrison Pinder
1803973/2023	Mr John Pinnock
1803974/2023	Mr Mark Pops



**Case Number: 1803848/23 and others**

1803975/2023	Mr Callum Poulter
1803976/2023	Miss Olivia Pritchard
1803977/2023	Mr Benjamin Quinn
1803978/2023	Mr Abdur Rahmaan
1803979/2023	Ms Jasmin Rasmussen
1803980/2023	Mr Harry Reynolds
1803981/2023	Mr Joshua Ribbans
1803982/2023	Mr Matthew Rickaby
1803983/2023	Miss Grace Roberts
1803984/2023	Mr Joshua Robson
1803985/2023	Miss Jemima Lucia Rodriguez
1803986/2023	Mr Oliver Rutter
1803987/2023	Mr Pedram Safai
1803988/2023	Miss Zainub Saghir
1803989/2023	Mr Haroon Salah
1803990/2023	Mr Jack Scarlott
1803991/2023	Mr Muhammad Bilal Shabir
1803992/2023	Miss Halima Shah
1803993/2023	Mr Matthew Sharp
1803994/2023	Mr Keir Shave
1803995/2023	Mr Jonathan Shaw
1803996/2023	Mr Kieran Shelley
1803997/2023	Mr Harry Sheridan
1803998/2023	Mr Harry Sikora
1803999/2023	Mr Kyle Smith
1804000/2023	Miss Tara Sorkin
1804001/2023	Mr Felix Stanton
1804002/2023	Miss Anna Starr-Riley
1804003/2023	Mr Taylor sterling-sharp
1804004/2023	Mr Luke Stevens
1804005/2023	Mr Luke Stevens
1804006/2023	Mr Jake Sullivan
1804007/2023	Mr Bradley Symmonds

**Case Number: 1803848/23 and others**

1804008/2023	Mr Usmaan Tasif
1804009/2023	Miss Maisie Teanby
1804010/2023	Mr Andrew Tegerdine
1804011/2023	Mr Oscar Thomas-Sanders
1804012/2023	Mr Dexter Ubiaro
1804013/2023	Mr Nathan Walsh
1804014/2023	Mr Michael Ward
1804015/2023	Miss Ruby Warren
1804016/2023	Mr Arnold Watson
1804017/2023	Mr Jonathan Way
1804018/2023	Miss Rachel Wilkinson
1804019/2023	Mr Barry Williams
1804020/2023	Mr Adam Williamson
1804021/2023	Mr max willis
1804022/2023	Miss Alice Willows-Hields
1804023/2023	Miss Adele Wood
1804024/2023	Mr Ethan Wright
1804025/2023	Mr Haidar Zaheer