



EMPLOYMENT TRIBUNALS

Claimants: See schedule
Respondent: Testerworld Limited
Rule 96 party: Secretary of State for Business and Trade

Heard at: Newcastle (by video) **On:** 24-25 July 2024

Before: Employment Judge Aspden

Appearances

For the claimants: Ms S White (in person); Mr Ratledge, counsel for certain claimants; others not represented or in attendance

For the respondent: not in attendance

For the Secretary of State: not in attendance

JUDGMENT

1. The claimants' claims that the respondent failed to comply with the requirements of section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 in respect of their dismissals are well founded.
2. The Tribunal orders the respondent, by way of protective award under section 189(3) of the 1992 Act, to pay to each of the claimants a payment equivalent to remuneration for the period of 90 days beginning on 9 May 2022.

Recoupment

3. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply to these awards. In each case the protected period is the period of 90 days beginning on 9 May 2022.

Employment Judge Aspden

Date: 25 July 2024

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/>

Case No:2501338/2022 and others (see schedule)

Schedule of claimants

2501338/2022	Ms H Smith
2501364/2022	Ms S Hodges
2501371/2022	Mr M Hearn
2501372/2022	Mr M Karahassan
2501374/2022	Mr J Wylie
2501377/2022	Mr S Vlas
2501392/2022	Mr R Snape
2501402/2022	Ms C Fern
2501403/2022	Mr S Garman
2501406/2022	Mr R Barnes
2501420/2022	Mr A Watkins
2501422/2022	Ms E Ingall-Clark
2501428/2022	Ms H Aucock
2501434/2022	Mr J Holder
2501441/2022	Mr S Woods
2501443/2022	Ms T Ryan
2501449/2022	Ms G Reeves
2501455/2022	Mr E Lewis
2501464/2022	Ms A Upton
2501470/2022	Mr M Allen
1402369/2022	Miss S White
2501361/2022	Mr N Kaczmarek
2501395/2022	Mr D W Ashton
2501500/2022	Ms C McIlroy