



# EMPLOYMENT TRIBUNALS

**MR E RODRIGUES & OTHERS**

**Claimants**

and

**ROYAL MAIL GROUP LIMITED**

**Respondent**

**Heard at: Bristol**

**On: 31 July 2024**

**Before: Regional Employment Judge Pirani**

**Appearances:**

**For the CWU Claimants:** Mr H Menon, counsel

**For the Respondent:** Mr A Watson, counsel

## JUDGMENT

1. The claims in Schedule 1, attached to this judgment, being claims solely for detrimental treatment under s.146 TULRCA 1992, are struck out and dismissed.
2. The claims in Schedule 2, being claims solely for detrimental treatment under s.146 TULRCA 1992 which have been withdrawn by the claimants, are dismissed upon withdrawal.
3. With respect to the claims in Schedule 3, being claims for (a) detrimental treatment under s.146 TULRCA 1992 and (b) unlawful deduction from wages, the s.146 TULRCA claims are struck out and the unlawful deduction from wages claims will be the subject of further directions.



## REASONS

1. Commencing in around August 2022, the Communication Workers Union (CWU) and Royal Mail were engaged in a dispute over pay and terms and conditions. This resulted in a number of days of industrial action and strike days between August and December 2023. The strikes days were on the following days and for the following periods:
  - i. 26 August – 27 August 2022 04.00-04.00 (24 hours)
  - ii. 31 August – 1 September 2022 04.00-04.00 (24 hours)
  - iii. 8 September 2022 04.00 – 04.00 (24 hours reduced from 48 due to death of the Queen)
  - iv. 30 September- 2 October 2022 04.00-04.00 (48 hours)
  - v. 13-14 October 2022 04.00-04.00 (24 hours)
  - vi. 20-21 October 2022 04.00-04.00 (24 hours)
  - vii. 25-26 October 2022 04.00-04.00 (24 hours)
  - viii. 24-26 November 2022 04.00-04.00 (48 hours)
  - ix. 30 November – 2 December 2023 04.00 – 04.00 (48 hours)
  - x. 09-10 December 2022 04.00-04.00 (24 hours)
  - xi. 11 December 2022 00.01 -20.00
  - xii. 14 -15 December 2022 04.00 -04.00 (24 hours)
  - xiii. 15-16 December 2022 04.00-04.00 (24 hours)
  - xiv. 23 -24 December 2022 04.00-19.00
  
2. Individual employees, some via the CWU, issued various non dismissal detriment claims in 2022 and 2023 arising out of the industrial dispute / industrial action which commenced in the Summer of 2022. These fell broadly into five categories:
  - i. Unlawful deductions of wages relating to the stoppage of sick pay;
  - ii. Unlawful deductions of wages relating to the non-payment of overtime
  - iii. Trade union detriment in relation to the stoppage of sick pay
  - iv. Trade union detriment in relation to the non-payment of overtime
  - v. Other pay/detriment related claims arising out of the said dispute
  
3. A Presidential Case Management Order (PCMO) was issued on 13 March 2023 which provided that having regard to, among other things, the overriding objective under Rule 2 of the First Schedule to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, all such claims be transferred to the Employment Tribunal at Bristol.
  
4. Claims (iii) – (v), above, were brought pursuant to section 146 of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULRCA) which provides that workers have a right not to be subjected to a detriment for taking part in trade union activities. The Court of Appeal had reversed a decision of the EAT in the



case of **Mercer** and held that TULRCA does not protect employees from action short of dismissal. This decision had, at the time the of the PCMO, been appealed to the Supreme Court.

5. As such, it was determined that directions would be put into place whereby further information pertaining to the details of the various claims would be gathered and responded to pending the outcome of the further appeal to the Supreme Court. These directions included the identification of a maximum of 10 lead cases each within each of the 5 categories.
6. In the event, by judgment handed down on 17 April 2024, after a hearing on 12 and 13 December 2023, the Supreme Court affirmed the view of the Court of Appeal and the Employment Tribunal that a convention compliant interpretation of section 146 would amount to an impermissible judicial legislation and exceeded the proper confines of section 3 Human Rights Act 1998 (HRA). The Supreme Court found that section 146 TULCA was incompatible with Article 11, insofar as it fails to provide any protection against sanctions short of dismissal.
7. Section 3 of the HRA requires the courts to interpret primary legislation compatibly with the Convention unless the legislation itself makes it impossible to do so. However, it does not enable the court to change the substance of a provision from one where it says one thing into one that says the opposite. In this case, the Supreme Court determined that there is no reading of section 146 that would avoid having to make a series of policy choices with potentially far reaching practical ramifications. This, they found, would amount to impermissible judicial legislation rather than interpretation. Therefore, it was held that section 146 cannot be interpreted as providing the protection sought.
8. On 23 April 2024 the respondent wrote to CWU and the other claimants in this case requesting that they withdraw the detriment claims following the Supreme Court decision in **Mercer**.
9. Because claims remained, on 13 May 2024 the respondent wrote to the Tribunal requesting that the claims for trade union detriment be struck out on the basis that the Tribunal had no jurisdiction following the **Mercer** decision in the Supreme Court.
10. The matter then came before me at a further case management preliminary hearing on 5 June 2024. At that hearing, I determined that an open preliminary hearing would be listed on 31 July 2024 consider the respondent's application to strike out the detriment claims as having no reasonable prospect of success. Notice of the hearing was also sent to unrepresented claimants in this multiple. They were also asked to let the tribunal know if they were unable to attend the hearing today. Directions were provided which included clarification of the strike



out application.

11. The Respondent has since clarified that, in light of **Mercer**, it pursues its application under Rule 37(1)(a) ET Rules 2013 for all section 146 detriment claims. This rule provides that at any stage of the proceedings, either on its own initiative or on the application of a party, a Tribunal may strike out all or part of a claim on specific grounds including that it “has no reasonable prospect of success.” In short, it is argued that in the face of **Mercer** the Claimants have no reasonable prospect of success in pursuing claims which have been found by the Supreme Court to exceed the Employment Tribunal’s statutory jurisdiction.
12. In reply, it was clarified on behalf of the CWU claimants, that they do not suggest, and have not suggested, that any remedying legislation introduced by the UK Government is likely to have retrospective effect. Although the CWU claimants do not dispute the substance of the respondent’s application, and do not oppose it, they nonetheless seek a reasoned judgment striking out the claims because the claimants are considering an application to the European Court of Human Rights (ECHR) against the UK Government, which would include a claim for a breach of Article 11 and 6 of the European Convention of Human Rights (the Convention). In particular, the claimants note that a claim which is the subject of an application to the ECHR must first have been brought in the domestic forum. Moreover, article 35 of the Convention requires all domestic remedies to have been exhausted prior to an application to the ECHR.
13. Accordingly, because the section 146 detriment claims exceed the Employment Tribunal’s statutory jurisdiction they have no reasonable prospect of success and are therefore struck out.

**Regional Employment Judge Pirani**  
**31 July 2024**

Sent to the parties on:

8 August 2024

For the Tribunal:



**SCHEDULE 1**

	<b>CASE NO.</b>	<b>CLAIMANT</b>
1.	1403513/2022	Mr Steven Stuart
2.	1806797/2022	Mrs Karen Keyworth
3.	1807148/2022	Mrs Karen Keyworth
4.	1807149/2022	Mr Steven Wright
5.	1807171/2022	Mr Samuel Hardwick
6.	2410105/2022	Mr Lennie Taylor
7.	2602978/2022	Mr Andrew Abbott
8.	3315161/2022	Mr Rajinder Rattan
9.	3315217/2022	Mr Divyang Varma
10.	3315222/2022	Mr Liban Liban
11.	3315229/2022	Mr Haben Hagos
12.	3315232/2022	Mr Mengisteab Gebremeskel
13.	3315308/2022	Mr Liban Ali
14.	3315316/2022	Mr Erwin Tambyapin
15.	1400069/2023	Ms Pamela Beech
16.	1400071/2023	Mr Jacob Barreto
17.	1400072/2023	Mr Francisco De Sousa
18.	1400073/2023	Mr Godfrey Dias
19.	1400074/2023	Mr Hilario Dias
20.	1400075/2023	Mr Keith Greener
21.	1400076/2023	Mr Pawel Kryczna
22.	1400077/2023	Mr Albano Lourenco
23.	1400078/2023	Miss Karen Milbourne
24.	1400079/2023	Mr Paul Milligan
25.	1400080/2023	Mrs Stacy Rocha
26.	1400081/2023	Mrs Irene Rodrigues
27.	1400082/2023	Mr Edwin Rodrigues
28.	1400089/2023	Mrs Samantha Finney
29.	1400090/2023	Ms Pamela Beech
30.	1400091/2023	Mr Hilario Dias
31.	1400092/2023	Mr Eldra Fernandes
32.	1400192/2023	Mrs Harjinder Saran
33.	1400194/2023	Mr Steve Pawson
34.	1400195/2023	Mr Matthew Rodrigues
35.	1400196/2023	Mr Olivio Fernandes
36.	1400197/2023	Miss Karen Milbourne

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37.	1400198/2023	Mr Albano Lourenco
38.	1400199/2023	Mrs Maria Junqueira
39.	1400200/2023	Mrs Stacy Rocha
40.	1400201/2023	Mr Hilario Dias
41.	1400202/2023	Mr Godfrey Dias
42.	1400203/2023	Mrs Irene Rodrigues
43.	1400204/2023	Mr Francisco De Sousa
44.	1400205/2023	Mr Edwin Rodrigues
45.	1400206/2023	Mr Joao Vales
46.	1400207/2023	Miss Lisa Ellis
47.	1400208/2023	Mr Pawel Kryczna
48.	1400209/2023	Mr Luis Fernandes
49.	1400216/2023	Mr Alan Willis
50.	1400218/2023	Mr Jonathan Shurey
51.	1400219/2023	Mr Joao Vales
52.	1400220/2023	Mr Hillario Monteiro
53.	1400221/2023	Mrs Lata Gauncar
54.	1400222/2023	Mr Albano Dias
55.	1400223/2023	Mr Jacob Barreto
56.	1400224/2023	Mr Lazaro De Souza
57.	1400225/2023	Mr Wayne Claridge
58.	1400226/2023	Mrs Arcangela Fernandes
59.	1400227/2023	Mrs Netty Diniz
60.	1400228/2023	Mr Francisco De Sousa
61.	1400229/2023	Mr Mathews Rodrigues
62.	1400230/2023	Mr Luis Fernandes
63.	1400231/2023	Mr Gregorio Ferrao
64.	1400232/2023	Mr Roney Rodrigues
65.	1400233/2023	Mr Edwin Rodrigues
66.	1400234/2023	Mr Vincy Dasilva
67.	1400266/2023	Mr Lazaro De Souza
68.	1400268/2023	Mr Luicio D'mellow
69.	1400269/2023	Mr Hilario Dias
70.	1400270/2023	Mr Godfrey Dias
71.	1400271/2023	Mrs Irene Rodrigues
72.	1400272/2023	Mr Pawel Kryczna
73.	1400273/2023	Mr Alan Willis
74.	1400274/2023	Mr Johnathan Brown
75.	1400275/2023	Mr Joao Vales

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<b>76.</b>	1400276/2023	Mr Edwin Rodrigues
<b>77.</b>	1400277/2023	Mrs Maria Junqueira
<b>78.</b>	1400278/2023	Mrs Syloia Lewis
<b>79.</b>	1400279/2023	Mr Vincy Dasilva
<b>80.</b>	1400281/2023	Mr Olivio Fernandes
<b>81.</b>	1400282/2023	Mr Caetano Novas
<b>82.</b>	1400283/2023	Mrs Lata Gauncar
<b>83.</b>	1400350/2023	Mr Michael Bickley
<b>84.</b>	1400352/2023	Mr Ali Peara
<b>85.</b>	1400353/2023	Mr Jacob Barreto
<b>86.</b>	1400354/2023	Mr Benjohnson Da Cunha
<b>87.</b>	1400355/2023	Mr Vincy Da Silva
<b>88.</b>	1400356/2023	Mr Lazaro De Souza
<b>89.</b>	1400357/2023	Mr Albano Dias
<b>90.</b>	1400358/2023	Mrs Netty Diniz
<b>91.</b>	1400359/2023	Mr Olivio Fernandes
<b>92.</b>	1400360/2023	Mr Luis Fernandes
<b>93.</b>	1400361/2023	Mr Gregoria Ferrao
<b>94.</b>	1400362/2023	Mrs Vijitha Jegan
<b>95.</b>	1400363/2023	Mr Brent Johnson-Flippance
<b>96.</b>	1400364/2023	Mrs Maria Junqueira
<b>97.</b>	1400365/2023	Mr Henrique Junqueira
<b>98.</b>	1400366/2023	Mr Albano Lourenco
<b>99.</b>	1400367/2023	Mrs Karen Milbourne
<b>100.</b>	1400368/2023	Mr Cactona Noaves
<b>101.</b>	1400369/2023	Mrs Stacy Rocha
<b>102.</b>	1400370/2023	Mr Antoneta Rodrigues
<b>103.</b>	1400371/2023	Mr Edwin Rodrigues
<b>104.</b>	1400372/2023	Mr Jonathan Surey
<b>105.</b>	1400415/2023	Mr Nicholas Pring
<b>106.</b>	1400416/2023	Mrs Lata Gauncar
<b>107.</b>	1400417/2023	Mr Caetana Noaves
<b>108.</b>	1400418/2023	Mr Lazaro De Souza
<b>109.</b>	1400419/2023	Mr Vincy Da Silva
<b>110.</b>	1400420/2023	Mr Olivio Fernandes
<b>111.</b>	1400422/2023	Mr Hilario Dias
<b>112.</b>	1400423/2023	Mr Joao Vales
<b>113.</b>	1400424/2023	Mr Pawel Kryczna
<b>114.</b>	1400425/2023	Mrs Vilma De Araujo

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115.	1400426/2023	Mr Godfrey Dias
116.	1400512/2023	Mrs Cindy Barrance
117.	1400514/2023	Mr Wayne Claridge
118.	1400515/2023	Mr Benjohnson Dacunha
119.	1400516/2023	Mr Lazaro De Souza
120.	1400517/2023	Mr Godfrey Dias
121.	1400518/2023	Mr Hilario Dias
122.	1400519/2023	Mr Albano Dias
123.	1400520/2023	Mrs Netty Diniz
124.	1400521/2023	Mrs Eldra Fernandes
125.	1400522/2023	Mr Luis Fernandes
126.	1400523/2023	Mr Gregorio Ferrao
127.	1400524/2023	Mrs Lata Gauncar
128.	1400525/2023	Mr Brent Johnson-Flippance
129.	1400526/2023	Mr Pawel Kryczna
130.	1400527/2023	Mr Albano Lourenco
131.	1400528/2023	Mrs Karen Milbourne
132.	1400529/2023	Mr Roney Rodrigues
133.	1400530/2023	Mr Edwin Rodrigues
134.	1400531/2023	Mr Henrique Junqueira
135.	1400552/2023	Mr Stephen Kalter
136.	1400613/2023	Mr Patrick Coleman
137.	1400923/2023	Mrs Estelle Lockett
138.	1400947/2023	Mr James Herbert
139.	1400983/2023	Mr Terence Barnes
140.	1400985/2023	Mr Steven Leasmith
141.	1401386/2023	Mr Greg Slateford
142.	1403527/2023	Mrs Maria Lyons
143.	1801947/2023	Mr Robert Milthorpe
144.	1801968/2023	Mr Yahya Bhayat
145.	1801969/2023	Mr Ricaredo Gabriel
146.	1801970/2023	Mr Gurzala Sultana
147.	1801971/2023	Mr David Rowley
148.	1801972/2023	Mr Kelby Ward
149.	1801973/2023	Mr Nasir Ali
150.	1801974/2023	Mr Nayaka Sree
151.	1801975/2023	Mr Tesfayanas Teklehaymonot
152.	1801976/2023	Mr Abdurrehman Hussain
153.	1801977/2023	Mr Shamun Miah



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<b>154.</b>	1801978/2023	Mr Mohammed Ariss
<b>155.</b>	1801979/2023	Mr Shaun Abbott
<b>156.</b>	1801980/2023	Mr Mohammed Adeel
<b>157.</b>	1801981/2023	Mr Tanveer Ahmed
<b>158.</b>	1801982/2023	Mr Imran Ali
<b>159.</b>	1801983/2023	Mr Christopher Bean
<b>160.</b>	1801984/2023	Mrs Lisel Clayton
<b>161.</b>	1801985/2023	Mr Richard Coates
<b>162.</b>	1801986/2023	Mr Martin Droco
<b>163.</b>	1801987/2023	Mr Sydney Falinya
<b>164.</b>	1801988/2023	Mr Ricaredo Gabriel
<b>165.</b>	1801989/2023	Mr Reza Grouhi
<b>166.</b>	1801991/2023	Mrs Rachel Hardy
<b>167.</b>	1801992/2023	Mrs Nadeem Heder
<b>168.</b>	1801993/2023	Mr Niel Hutton
<b>169.</b>	1801994/2023	Mr Mohammed Ilayas
<b>170.</b>	1801995/2023	Mr Suhel Jogee
<b>171.</b>	1801996/2023	Mrs Manta Kapil
<b>172.</b>	1801997/2023	Mr Sanjeev Kapil
<b>173.</b>	1801998/2023	Mr Abdul Khan
<b>174.</b>	1801999/2023	Mr Sajjad Khan
<b>175.</b>	1802001/2023	Mr Amjid Khan
<b>176.</b>	1802003/2023	Mr Michael Larbi-Wasty
<b>177.</b>	1802004/2023	Mr Azer Mahmood
<b>178.</b>	1802005/2023	Mr Tahir Mahmood
<b>179.</b>	1802006/2023	Mr Usman Mehmood
<b>180.</b>	1802007/2023	Mr Shamun Miah
<b>181.</b>	1802008/2023	Mr Asad Mulla
<b>182.</b>	1802009/2023	Mr Samuel Olalaye
<b>183.</b>	1802010/2023	Mrs Mary Olalaye
<b>184.</b>	1802011/2023	Ms Ronald Partner
<b>185.</b>	1802012/2023	Mr Mohammed Quereshi
<b>186.</b>	1802013/2023	Mr Mohammed Quereshi
<b>187.</b>	1802014/2023	Mr Waqar Rafiq
<b>188.</b>	1802016/2023	Mr Hafeez Suleman
<b>189.</b>	1802017/2023	Mr Siraj Tailor
<b>190.</b>	1802018/2023	Mrs Amanda Thompson
<b>191.</b>	1802019/2023	Mr John Warutere
<b>192.</b>	1802020/2023	Mr Ian Worrall

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<b>193.</b>	1802021/2023	Mr Zahoor Yaqub
<b>194.</b>	2200251/2023	Mr Abdi Rahman Hassan
<b>195.</b>	2200255/2023	Mr Phillip Joesph
<b>196.</b>	2200346/2023	Mr Ismail Ibrahim
<b>197.</b>	2200842/2023	Mr Babajinm Davies
<b>198.</b>	2200843/2023	Mr Abdirashid Adan
<b>199.</b>	2200844/2023	Mrs Manjit Sahota
<b>200.</b>	2200846/2023	Mr Visuvanathar Bavaneethan
<b>201.</b>	2301158/2023	Mr Tom O'Connor
<b>202.</b>	2401140/2023	Mr Matthew Brown
<b>203.</b>	2600207/2023	Mr Carl Wain
<b>204.</b>	2600227/2023	Mr Mark Stapleton
<b>205.</b>	2600821/2023	Mr Alexander Gascoyne
<b>206.</b>	3301603/2023	Mrs Tsvetelina Tsvetanova
<b>207.</b>	3311144/2023	Mr Timothy Aldons



**SCHEDULE 2**

	<b>CASE NO.</b>	<b>CLAIMANT</b>
1.	1310827/2022	Miss Leanne Toogood
2.	1310835/2022	Mrs Natalie Barry
3.	1807147/2022	Mr Peter Martin
4.	3312716/2022	Mr Babis Dani
5.	3315218/2022	Mr Baljinder Bains
6.	3315434/2022	Mr Mostafa Mohamed
7.	1300124/2023	Mr Simon Brownhill
8.	1301483/2023	Mr Mohammed Ahmed
9.	1301733/2023	Mr Karen Kemp
10.	1301786/2023	Mr Paul Gammon
11.	1400008/2023	Mr Andrew Galey
12.	1400323/2023	Mr Gregory Saunders
13.	1400411/2023	Mr Mark Watts
14.	1400616/2023	Mr Robin Chilcott
15.	1400715/2023	Mr Jonathan Andrews
16.	1400950/2023	Mr Neil Sheldon
17.	1401076/2023	Mr PAUL MILLER
18.	1801990/2023	Mrs Jacqueline Hardy
19.	1802002/2023	Mr Graham Kirwin
20.	2201123/2023	Mr Charlie O'Donaghue
21.	2201131/2023	Mr Michael Miller
22.	2201136/2023	Mrs Agnieszka Eldridge
23.	2201137/2023	Mr Jason Thake
24.	2201139/2023	Mr Robert Watson
25.	2201140/2023	Mr Ray Sexton
26.	2201146/2023	Mrs Leeann Newcombe
27.	2401573/2023	Mr Munaf Patel
28.	2402205/2023	Mrs Louise Collinson
29.	2402951/2023	Mr Philip Lunt
30.	2600579/2023	Mr Jonathan Higgins
31.	2600646/2023	Mr Mark Robinson
32.	3300710/2023	Mr Jamie Lynn
33.	3301724/2023	Mr Andrew Hanna
34.	3301739/2023	Mr John Harris
35.	3302556/2023	Mr Paul Allen
36.	3302608/2023	Mr Giuseppe Melia

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<b>37.</b>	3302614/2023	Mr Tom Shone
<b>38.</b>	3302631/2023	Mr Glyn Rainbow
<b>39.</b>	3302647/2023	Mrs Russel Castellino
<b>40.</b>	3302648/2023	Ms Sheela Imrankhaleel
<b>41.</b>	3302649/2023	Ms Myat Khaing
<b>42.</b>	3302650/2023	Mrs Vimla Lalbahadoor



**SCHEDULE 3**

	<b>CASE NO.</b>	<b>CLAIMANT</b>
1.	1310825/2022	Mr Stephen Wood
2.	1310831/2022	Adil Mahmood
3.	1310834/2022	Mr Nathan Knowles
4.	1404078/2022	Mr Edwin Rodrigues
5.	1404079/2022	Mr Antonio Pereira
6.	1404080/2022	Mr Francisco Pereira Pereira
7.	1404081/2022	Mrs Lorraine Lovell
8.	1404082/2022	Mr Jacob Barreto
9.	1404083/2022	Miss Samantha Finney
10.	1404084/2022	Mr Caetano Novaes
11.	1404085/2022	Mr Piedade Fernandes
12.	1404086/2022	Mr Jonathon Brown
13.	1404087/2022	Ms Pamela Beech
14.	1404088/2022	Mrs Irene Rodrigues
15.	1404089/2022	Mr Godfrey Dias
16.	1404090/2022	Mr Teri Rodrigues
17.	1404091/2022	Mr Brent Flippance
18.	1404092/2022	Ms Sylvia Lewis
19.	1404093/2022	Mr Joao Vales
20.	1404094/2022	Mr Alan Willis
21.	1404095/2022	Mr Pawel Kryczna
22.	1404096/2022	Mr Ben Johnson Da Cunha
23.	1404097/2022	Mr Luis Fernandes
24.	1404098/2022	Mrs Arcangela Fernandes
25.	1404099/2022	Mr Lazaro De Sousa
26.	1404100/2022	Mr Vincy Da Silva
27.	1601653/2022	Mr Russell Garrett
28.	1601679/2022	Miss Nicole Williams
29.	1806699/2022	Mr Zayed Choudry
30.	1806732/2022	Mrs Lynne Sawyer
31.	1807273/2022	Mr Abdullah Al Ameri
32.	2410341/2022	Mr Lee Dwyer
33.	2410342/2022	Mr Alex Knight
34.	2502399/2022	Mr Gregory Bourne
35.	2502405/2022	Mr Richard Jubb
36.	2603215/2022	Mr Harpal Bhogal

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37.	3306370/2022	Mr Khurram Khan
38.	3313825/2022	Mr Paul Morin
39.	3315026/2022	Mrs Parimala Shah
40.	3315027/2022	Mrs Shova Thapa
41.	3315028/2022	Mr Kanayo Udeh
42.	3315029/2022	Mrs Rachael Walsh
43.	3315202/2022	Mr Steve Botwright
44.	3315314/2022	Mr Parminder Mangat
45.	3315348/2022	Mr Sukhpal Bains
46.	3315432/2022	Mr Faisal Asim
47.	3315436/2022	Mr Parmjit Singh
48.	3315454/2022	Mr Hardikkumar Patel
49.	1301710/2023	Mr Harnek Nahal
50.	1302164/2023	Mr Bob Johnson
51.	1302642/2023	Mrs Samantha Cragg
52.	1302655/2023	Mr Shaun Garrett
53.	1302681/2023	Mr Thomas Porter
54.	1400117/2023	Mr Andrew Fyfield
55.	1400491/2023	Mr Martin Castle
56.	1400493/2023	Mrs Stephanie Chudley
57.	1400496/2023	Mr Ian Moore
58.	1400497/2023	Mr James Powell
59.	1400502/2023	Mr Rory Hamilton
60.	1400503/2023	Mr Lee Chudley
61.	1400505/2023	Mr Leon Fox
62.	1400509/2023	Mr Michael Kazimierowicz
63.	1400510/2023	Mr David Beattie
64.	1400511/2023	Mr Marian Seneviratne
65.	1400679/2023	Mr Michael Sparks
66.	1400718/2023	Mr Stewart Tyrer
67.	1400734/2023	Mr Bentley Knight
68.	1400876/2023	Mr Andrew Weston
69.	1400914/2023	Mr Lee Phillips
70.	1400971/2023	Mr Garry Watson
71.	1401055/2023	Mrs Catherine Hartland
72.	1401075/2023	Mr Leigh Suitor
73.	1401077/2023	Mr Rekhmire Garcia
74.	1401087/2023	Mr Graham Hendey
75.	1401096/2023	Mr Raymond Harmer



76.	1401098/2023	Mr Barry Heppell
77.	1401141/2023	Mr Eugene Long
78.	1403374/2023	Mrs Rachel Daley
79.	1405772/2023	Mr Matthew Monk
80.	1600007/2023	Mr Michael Carney
81.	1600017/2023	Mr Mohammed P Khan
82.	1600019/2023	Mr Shakil Hussain
83.	1600020/2023	Mr Tehmoor Shah
84.	1600067/2023	Mrs Ashika Shah
85.	1600069/2023	Mr Zahid Khan
86.	1600070/2023	Mr Hader Zaman
87.	1600072/2023	Mr Mohammed Miah
88.	1600080/2023	Mr Fasal Khan
89.	1600082/2023	Mr Tony Brown
90.	1600126/2023	Mr David James
91.	1600128/2023	Mr Mohammed Faisan Khan
92.	1600129/2023	Mr Christopher Feehan
93.	1600317/2023	Mr Mohamed Sharif
94.	1600319/2023	Miss Ellie Kihlberg
95.	1600584/2023	Mr Karl Jewitt
96.	1600719/2023	Miss Melissa Hopkins
97.	1800013/2023	Mr Andrew Beatson
98.	1800014/2023	Mr John Wilson
99.	1800015/2023	Mr Keith Turner
100.	1800016/2023	Mrs Victoria Marsh
101.	1800161/2023	Mrs Hayley Mattocks
102.	1800814/2023	Mr Tony Noble
103.	1800815/2023	Mrs Lynne Sawyer
104.	1800816/2023	Mrs Caroline Hernandez
105.	1801488/2023	Mrs Victoria Marsh
106.	1802718/2023	Mr Andrew Humphrey
107.	1802719/2023	Mr Mohammad Asan
108.	1802720/2023	Mr Umair Bilal
109.	1802721/2023	Mr Barry Cummings
110.	1802722/2023	Mr Simon Dandy
111.	1802723/2023	Mr Jamie Dyer
112.	1802724/2023	Mr Matthew Hawksby
113.	1802726/2023	Mr Azer Hussain
114.	1802727/2023	Mr Ian Mcdermott



<b>115.</b>	1802728/2023	Mr Darren Moore
<b>116.</b>	1802729/2023	Mr Jose Suarez
<b>117.</b>	1804329/2023	Mr Steven Lewis
<b>118.</b>	2200249/2023	Mr Bipindra Patel
<b>119.</b>	2200250/2023	Mr Connor Mahon
<b>120.</b>	2200328/2023	Mr Menesh Taank
<b>121.</b>	2201109/2023	Mr Richard Pinder
<b>122.</b>	2201110/2023	Mrs Gemma Flindall
<b>123.</b>	2201111/2023	Mrs Tracy Knight
<b>124.</b>	2201112/2023	Mr Gareth Evans
<b>125.</b>	2201113/2023	Mrs Julia Fleck
<b>126.</b>	2201114/2023	Mrs Patricia Barnes
<b>127.</b>	2201115/2023	Mr Andrew Singleton
<b>128.</b>	2201116/2023	Mr Jitendra Makwana
<b>129.</b>	2201117/2023	Mr Robert Terrell
<b>130.</b>	2201118/2023	Mr Adam Warner
<b>131.</b>	2201119/2023	Mr Ahmed Intesar
<b>132.</b>	2201122/2023	Mr Guy Bishop
<b>133.</b>	2201124/2023	Mr Simon Ward
<b>134.</b>	2201125/2023	Mrs Julie Spurrier
<b>135.</b>	2201126/2023	Mr Gary Spurrier
<b>136.</b>	2201127/2023	Mrs Andrea Shepherd
<b>137.</b>	2201128/2023	Mr Matthew Moulding
<b>138.</b>	2201129/2023	Mr Paul Sargent
<b>139.</b>	2201132/2023	Mr Nedalu Barev
<b>140.</b>	2201133/2023	Mr Ertugrul Tamer
<b>141.</b>	2201134/2023	Mrs Karen Gower
<b>142.</b>	2201135/2023	Mr William Morgan
<b>143.</b>	2201138/2023	Mrs Julita Ciolczyk
<b>144.</b>	2201141/2023	Mr Robert Todd
<b>145.</b>	2201142/2023	Mr Mark Hurrell
<b>146.</b>	2201144/2023	Mr Jonathan Whipps
<b>147.</b>	2201145/2023	Mr Jacky Fong
<b>148.</b>	2201147/2023	Mr Liam Priest
<b>149.</b>	2201148/2023	Mr Duncan Codjoe
<b>150.</b>	2201149/2023	Mr Darren Finnerty
<b>151.</b>	2201151/2023	Mrs Mary Harvey
<b>152.</b>	2201152/2023	Mr Mark Tanner
<b>153.</b>	2201153/2023	Miss Laura Bigland





<b>154.</b>	2201188/2023	Mr Paul Tucker
<b>155.</b>	2201753/2023	Miss Diane Hutchinson
<b>156.</b>	2201765/2023	Mr Jason Turner
<b>157.</b>	2300353/2023	Mr Andrew Clark
<b>158.</b>	2300354/2023	Mr Dominic Reid
<b>159.</b>	2300355/2023	Mr Matthew Ashenden
<b>160.</b>	2300356/2023	Mr Benjamin Pelling
<b>161.</b>	2300607/2023	Mr Alex Poole
<b>162.</b>	2300637/2023	Mr Ashley Wibrew
<b>163.</b>	2300638/2023	Ms Sarie Hopkins
<b>164.</b>	2300640/2023	Mr Nicholas Hullet
<b>165.</b>	2300811/2023	Mr Benjamin Pelling
<b>166.</b>	2300813/2023	Mr Dominic Reid
<b>167.</b>	2300815/2023	Mr Matthew Ashenden
<b>168.</b>	2300816/2023	Mr Andrew Clark
<b>169.</b>	2300821/2023	Mr John Day
<b>170.</b>	2300914/2023	Mr Andrew Irving
<b>171.</b>	2301278/2023	Mrs Emma Hayward
<b>172.</b>	2301530/2023	Mr Neil Baksh
<b>173.</b>	2400023/2023	Mr Charles Birch
<b>174.</b>	2402072/2023	Mrs Bakula Patel
<b>175.</b>	2402073/2023	Mr Christopher McCarthy
<b>176.</b>	2402074/2023	Mr Paul Edwards
<b>177.</b>	2402075/2023	Mr Thomas Higgins
<b>178.</b>	2402076/2023	Mr Darren Mitchell
<b>179.</b>	2402077/2023	Mr Lee Fawcett
<b>180.</b>	2402078/2023	Mr Micheal Lowry
<b>181.</b>	2402079/2023	Mr David Ellard
<b>182.</b>	2402080/2023	Mr Graham Alty
<b>183.</b>	2402081/2023	Mr Ian Gore
<b>184.</b>	2402082/2023	Mr Drew Merchant
<b>185.</b>	2402083/2023	Mr Paul Faragher
<b>186.</b>	2402084/2023	Miss Jennifer Austin
<b>187.</b>	2402085/2023	Mr Raju Patel
<b>188.</b>	2402086/2023	Mr Charles Birch
<b>189.</b>	2402087/2023	Mr Russ Mcgeehan
<b>190.</b>	2402104/2023	Mrs Julie Ashworth
<b>191.</b>	2402187/2023	Mr Norman Telford
<b>192.</b>	2402189/2023	Mr Juned Manju



<b>193.</b>	2402202/2023	Mr Shakil Bapu
<b>194.</b>	2402203/2023	Mr Jacob Guzowski
<b>195.</b>	2402204/2023	Mr John Walker
<b>196.</b>	2402210/2023	Mr Mark Salmon
<b>197.</b>	2402212/2023	Mr Kevin Orrell
<b>198.</b>	2402213/2023	Mr Anthony Kirkup
<b>199.</b>	2402214/2023	Mr David Caine
<b>200.</b>	2402586/2023	Mr Christopher Bridge
<b>201.</b>	2403083/2023	Mr John Yates
<b>202.</b>	2407159/2023	Mr Christopher Anthony McCarthy
<b>203.</b>	2500085/2023	Mr Alfred Briggs
<b>204.</b>	2500086/2023	Mr Darren Bradley
<b>205.</b>	2500087/2023	Mrs Julie Campbell-Islam
<b>206.</b>	2500088/2023	Mr Mark Hamilton
<b>207.</b>	2500089/2023	Mr David Hamilton
<b>208.</b>	2500090/2023	Mr James Hollyman
<b>209.</b>	2500091/2023	Mr Daniel Martin
<b>210.</b>	2500092/2023	Mr Jeffrey Nesbitt
<b>211.</b>	2500093/2023	Mr David Person
<b>212.</b>	2500094/2023	Mr Matthew Reay
<b>213.</b>	2500095/2023	Mr Craig Salkeld
<b>214.</b>	2500096/2023	Mr Gavin Saxby
<b>215.</b>	2500097/2023	Mr Lee Willison
<b>216.</b>	2500153/2023	Mr Shaun Reay
<b>217.</b>	2500239/2023	Mr Andrew Rodger
<b>218.</b>	2500340/2023	Mr Mark Wilkinson
<b>219.</b>	2500367/2023	Mr Mark Soper
<b>220.</b>	2600118/2023	Mr Robert Bailey
<b>221.</b>	2600170/2023	Miss Rebecca Field
<b>222.</b>	2600197/2023	Mr Aaron Rhodes
<b>223.</b>	2600213/2023	Mr Richard Fraser
<b>224.</b>	2600216/2023	Mr Dean Mills
<b>225.</b>	2600238/2023	Mr Robert Taylor
<b>226.</b>	2600249/2023	Mr Andrew Kiddier
<b>227.</b>	2600269/2023	Mr Christopher Taft
<b>228.</b>	2600310/2023	Mr Momodou Sowe
<b>229.</b>	2600446/2023	Mr Gregg Blackham
<b>230.</b>	2600542/2023	Mrs Cheryl Brooks
<b>231.</b>	2600567/2023	Mr Ashley Thurman



<b>232.</b>	2600576/2023	Miss Michelle McKillop
<b>233.</b>	2600577/2023	Mr Paul Mews
<b>234.</b>	2600578/2023	Mr Craig Wilson
<b>235.</b>	2600653/2023	Mr Drew Jones
<b>236.</b>	2600662/2023	Mr Patrick Ahern
<b>237.</b>	2600708/2023	Mrs Karen Holmes
<b>238.</b>	2600710/2023	Mr Mathew Hastilow
<b>239.</b>	3200236/2023	Mrs Diane-Flore Yeou
<b>240.</b>	3200237/2023	Ms Mabel Emetenana
<b>241.</b>	3200238/2023	Mr Stephane Yeou
<b>242.</b>	3200240/2023	Mr Mark Robinson
<b>243.</b>	3200630/2023	Mr Lawrence Hammond
<b>244.</b>	3200632/2023	Mr Christopher Geoffery Chandler
<b>245.</b>	3300081/2023	Mr Olushola Adebiji
<b>246.</b>	3300131/2023	Mr Nandkishore Arora
<b>247.</b>	3300136/2023	Mr Manoj Panicker
<b>248.</b>	3300137/2023	Mr Talvinder Rehncy
<b>249.</b>	3300155/2023	Mr Scott Woodley
<b>250.</b>	3300156/2023	Mr Tony Allen
<b>251.</b>	3300287/2023	Mr Aziz-Ur Rehman
<b>252.</b>	3300289/2023	Mr Lamin Touray
<b>253.</b>	3300309/2023	Mr Ihsan Ulhaq
<b>254.</b>	3300362/2023	Mr Omavuayen Omi Ogbiru
<b>255.</b>	3300444/2023	Mr Paul Morin
<b>256.</b>	3300448/2023	Ms Usha Surve
<b>257.</b>	3300483/2023	Mr Rajinder Kumar
<b>258.</b>	3300506/2023	Mr Cumar Maxamed
<b>259.</b>	3300623/2023	Mr Ian Voller
<b>260.</b>	3300624/2023	Mr Lee Rogers
<b>261.</b>	3300625/2023	Mr Kashif Mughal
<b>262.</b>	3300626/2023	Mr Tushar Shah
<b>263.</b>	3300650/2023	Miss Caroline Roullier
<b>264.</b>	3301613/2023	Mrs Fiona Hogan
<b>265.</b>	3301858/2023	Miss Melanie McMahan
<b>266.</b>	3301868/2023	Mr Mohamed Omar
<b>267.</b>	3302085/2023	Mr Gurmeet Singh Virk
<b>268.</b>	3302175/2023	Mr Julian Travill
<b>269.</b>	3302445/2023	Mr Rajinder Kumar
<b>270.</b>	3302472/2023	Mr John Fisher

**Case Number: 1404078/2022 and others**



<b>271.</b>	3302570/2023	Miss Clare Nudds
<b>272.</b>	3302638/2023	Mr Toufik Abbas
<b>273.</b>	3302640/2023	Mr Ajay Mukka
<b>274.</b>	3302641/2023	Mrs Mathani Rajkumar
<b>275.</b>	3302642/2023	Mrs Teena Rana
<b>276.</b>	3302643/2023	Mrs Maninder Saberwal
<b>277.</b>	3302644/2023	Mrs Harpreet Sidhu
<b>278.</b>	3302645/2023	Ms Lai The
<b>279.</b>	3302646/2023	Mr Ashok Vuppala
<b>280.</b>	3302651/2023	Ms Faustina Rowland
<b>281.</b>	3302652/2023	Mr Sharooz Shaukat
<b>282.</b>	3302653/2023	Mrs Annet Rosil
<b>283.</b>	3302654/2023	Mrs Radha Sodaghar
<b>284.</b>	3302655/2023	Mrs Swarlanatha Chanda
<b>285.</b>	3302656/2023	Mrs Shashi Mishra
<b>286.</b>	3302657/2023	Mrs Charanjit Virk
<b>287.</b>	3302658/2023	Mrs Umamaheswari Valipireddy
<b>288.</b>	3302659/2023	Ms Cristina Campos
<b>289.</b>	3304220/2023	Miss Natalie Duarte
<b>290.</b>	3304276/2023	Mr Darren Green
<b>291.</b>	3304974/2023	Mr Rajeshshal Rajesh Shah