



# **EMPLOYMENT TRIBUNALS**

Claimant: James Mason and others (see schedule)

Respondents:

- 1) Gemini Print Southern Limited (In administration)
- 2) The Secretary of State for Business and Trade (as an interested party)

**Heard at: Southampton**

**On: 16 June 2025**

**Before:** Employment Judge Dawson

## **Appearances**

For the claimants:

- 1) Mr Mason and Mr Black- Mr Mason.
- 2) For Mr Philip Allcorn, Mr Andrew Fielder, Mrs Stephanie Farley, Ms Ann Farnfield, Mr Adrian Lewis, Mr Jim Platt, Mr Lee Farrance- Ms Hussain, solicitor
- 3) For the other claimants, Mr Lewis, solicitor

For the respondents: No appearance; the second respondent had lodged representations which were taken into account.

# **JUDGMENT PURSUANT TO RULE 22**

**Case Number: 1401967/2024 and others (see schedule)**

NB This judgment takes account of the representations made, after the hearing, by the parties by emails dated 16 June 2025 and 23 June 2025

The first respondent has failed to present a response to the claim. The second respondent has stated that it does not resist the claim. The Employment Judge has decided that a determination can properly be made of the claims, or part of them, in accordance with rule 22 of the Rules of Procedure.

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 3 June 2024.
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 3 June 2024.
4. The remaining claims of Mr Andrew Fielder, Mr Philip Allcorn, Mrs Stephanie Farley, Ms Ann Farnfield, Mr Adrian Lewis, Mr Jim Platt, Mr Lee Farrance are dismissed upon withdrawal.

Employment Judge Dawson

Date: 22 July 2025

JUDGMENT SENT TO THE PARTIES ON

7 August 2025

Jade Lobb  
FOR THE TRIBUNAL OFFICE

Schedule of Claimants

1401967/2024	Mr James Mason
1401968/2024	Mr Ian Black
1401997/2024	Mr Philip Allcorn
1401998/2024	Mr Andrew Fielder
1401999/2024	Mrs Stephanie Farley
1402000/2024	Ms Ann Farnfield
1402001/2024	Mr Adrian Lewis
1402002/2024	Mr Jim Platt
1402003/2024	Mr Lee Farrance
1402273/2024	Mr Alan Budd
1402274/2024	Mr Derek Thomas
1402275/2024	Mr Jason Smith

**Case Number: 1401967/2024 and others (see schedule)**

1402276/2024	Mr John Abraham
1402277/2024	Mr Adam Clements
1402278/2024	Ms Alison Bedson
1402279/2024	Mr Andrew Juggins
1402280/2024	Mr Andrew Le Goubin
1402281/2024	Mr Andrew Greenfield
1402282/2024	Ms Angela OConnor
1402283/2024	Arron Clark
1402284/2024	Barbara Pain
1402285/2024	Brian Insted
1402286/2024	Camelia Corina Dinu
1402287/2024	Christine Browning
1402288/2024	Colin Paul
1402289/2024	Dale Somerfield
1402290/2024	Damian Jabkowski
1402291/2024	Daniel Lamper
1402292/2024	David Britton
1402293/2024	David Murley
1402294/2024	David Norman
1402295/2024	Dominic Smith
1402296/2024	Gemma Simmonds
1402297/2024	Jacqueline Ascough
1402298/2024	James Clark
1402299/2024	James Sleep
1402300/2024	Jason Paige
1402301/2024	John Hallissey
1402302/2024	Josh Still
1402303/2024	Julie Foster
1402304/2024	Katie Clark
1402305/2024	Keith Ryder
1402306/2024	Kerry Skinns
1402307/2024	Kevin Hearne
1402308/2024	Lidia Mikrut
1402309/2024	Mark Tulley
1402310/2024	Martin Craig
1402311/2024	Martin Gosling
1402312/2024	Martin Day
1402313/2024	Mathew Holmes
1402314/2024	Mathew Walsh
1402315/2024	Mathew Venner
1402316/2024	Mathew Phillips
1402317/2024	Michael Drake
1402318/2024	Michael Tapia
1402319/2024	Micheal Humber
1402320/2024	Mohamed Dahra
1402321/2024	Neil Yates
1402322/2024	Nicholas Randle
1402323/2024	Nicholas Knight
1402324/2024	Nick Gwynne
1402325/2024	Paul Hutchence

**Case Number: 1401967/2024 and others (see schedule)**

1402326/2024	Paul Manning
1402327/2024	Paul Cranfield
1402328/2024	Richard Luker
1402329/2024	Rita Timosenkova
1402330/2024	Russell Elliot
1402331/2024	Shane Hughes
1402332/2024	Simon Cannon
1402333/2024	Stephen Carlin
1402334/2024	Suzanne Heaven
1402335/2024	Trevor Stevens
1402336/2024	William Stevens