



EMPLOYMENT TRIBUNALS

Claimant: Mr B Vicars and others (See attached schedule)

Respondent: TEF Transport Limited (In administration)

JUDGMENT

Under rule 22:

Having had regard to the representations of the Secretary of State, who has been joined under rule 95; and

Having had regard to the consent of the Administrator of the Respondent for the proceedings to be continued: and

Having had regard to the information contained in the email of the representative of the claimants, dated 14 October 2025:-

1. The complaint that the respondent failed to comply with the requirements of section 188 and 188A of the Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
2. A protective award is made in favour of those claimants named in the schedule to this judgment.
3. The protective award is for a period of 90 days and began on 29 November 2024.
4. The recoupment provisions apply.

Employment Judge D N Jones

25 November 2025

Case Number	Claimant Name
1801209/2025	Mr Bradley Vicars
1801210/2025	Mr Andrew James Hull
1801211/2025	Miss Chloe Barnes
1801212/2025	Mr Christopher Morris

1801213/2025	Mr Ciaran Slater
1801214/2025	Mr David Barker
1801215/2025	Mr David Edmond
1801216/2025	Mr David Crowther
1801217/2025	Mr David Hall
1801218/2025	Mr Domonic Hebblewhite
1801219/2025	Mr Douglas Lincoln
1801220/2025	Mrs Emma Crick
1801221/2025	Mr Gary South
1801222/2025	Mr Gary Kelly
1801223/2025	Mr Graham Rhodes
1801224/2025	Mrs Helen Beeforth
1801225/2025	Mr Ian Matthewman
1801226/2025	Mr Ian Connell
1801227/2025	Mr Jack Sellars
1801228/2025	Mr Jason Beaumont
1801229/2025	Mr John Barker
1801230/2025	Mr John Reid
1801231/2025	Mr Jordan Hind
1801232/2025	Mr Julian Law
1801233/2025	Miss Kaja Wronska
1801234/2025	Ms Karen Stead
1801235/2025	Mrs Katie Slade
1801236/2025	Mr Malcolm Grayson
1801237/2025	Mr Mark Parker
1801238/2025	Miss Michelle Marshall
1801239/2025	Mr Mitchell Harper
1801240/2025	Mr Paul Speak
1801241/2025	Mr Robert Williams
1801242/2025	Mr Simon Pickard
1801243/2025	Mr Steven Attley
1801244/2025	Mr Stuart Pearce
1801245/2025	Mr Stuart Clemmit
1801246/2025	Mr Tim O'Leary
1801247/2025	Mr William Slade