



EMPLOYMENT TRIBUNALS

Claimants: C
D

Respondents: R1
R2
R3
R4
R5
Peninsula Business Services Ltd (R6)

Heard at: in chambers **On:** 9 December 2025

Before: Employment Judge S Moore

JUDGMENT ON WASTED COSTS

1. The sixth respondent is ordered to pay C and D's wasted costs arising from the improper, unreasonable and negligent conduct.
2. The sixth respondent shall pay C the sum of £8355.00.
3. The sixth respondent shall pay D the sum of £8355.00.

REASONS

Background and Introduction

1. In a reserved judgment dated 16 September 2025 Peninsula Business Services Ltd ("R6") was ordered to pay C and D's wasted costs arising from the improper, unreasonable and negligent conduct of R6.
2. On 17 September 2025 the parties were ordered to write jointly within 21 days and advise whether they were able to agree costs. If not, whether they agreed to Judge Moore making a further decision on amounts without the need for a hearing, or proposed directions to enable Judge Moore to order

specific amounts.

3. No replies were received from any of the parties and they were reminded to reply by an extended date of 16 October 2025. Time was extended to 25 October 2025 on agreed joint application from the claimants and R1 – R5. R6 was informed if they did not reply by return I would consider the amount of costs on the papers.
4. On 24 October 2025 the claimants representative informed the Tribunal that R6 was failing to engage or update them or the Tribunal. Agreement on costs was reached with R1 – R5 and a Judgment by Consent was issued on 30 October 2025.
5. Since then R6 has not replied to the Tribunal. R6 were sent a copy of the notice of hearing for the chambers day on 7 November 2025. R6 continues to breach Tribunal orders and fail to reply to correspondence which is indicative of the discourtesy and overall unreasonable conduct displayed by R6 in these proceedings.

Amount of wasted costs sought by the claimants

6. The claimants had prepared separate costs schedules. I requested updated schedules setting out the specific wasted costs by reference to my judgment dated 16 September 2025. These were provided on 19 January 2026 and the wasted costs orders are made in respect of each claimant as set out on those schedules.

Approved by:

Employment Judge S Moore

20 January 2026

JUDGMENT SENT TO THE PARTIES
ON

30 January 2026

Katie Dickson
FOR THE TRIBUNAL OFFICE

Notes

All judgments (apart from judgments under Rule 51) 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.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/