



EMPLOYMENT TRIBUNALS

Claimants: Mr Attila Jones and others (see Schedule to this judgment)

Respondent: ISO Energy Limited (In Administration)

Heard at: London South Employment Tribunal via CVP

On: 24 August 2026

Case numbers: See Schedule to this judgment (case 2303721/2025 plus joined multiples as listed in the Schedule)

Before: Employment Judge M Da Costa sitting alone

ATTENDANCE AND REPRESENTATION

Claimants: In person, represented by Mr Todd of counsel

Respondent: Did not attend

JUDGMENT

The judgment of the Tribunal is as follows:

Complaint of failure to consult with appropriate representatives in breach of sections 188 and 188A of the Trade Union & Labour Relations (Consolidation) Act 1992

1. The claimants' claims that the respondent failed to comply with the requirements of section 188 and 188A of the Trade Union and Labour Relations (Consolidation) Act 1992 in respect of their dismissals are well founded and succeed.

**Case No. 2303721/2025 and others (see
Schedule to this judgment)**

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 17 December 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 17 December 2024.

Approved By:
Employment Judge M Da Costa
24 August 2026

Judgment sent to the parties on:
26 August 2026

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.

**Schedule to this judgment – list of joined multiple claimants
covered by the judgment**

<u>Case name</u>	<u>Case number</u>
Mr Attila Jonas	2303721/2025
Mr James Preston	2303722/2025
Miss Rebecca Clarke	2303723/2025
Ms Jackie Box	2303724/2025
Mr Matthew Brown	2303725/2025

**Case No. 2303721/2025 and others (see
Schedule to this judgment)**

Mr Ryan Shorter	2303726/2025
Mr Daniel Lewis	2303727/2025
Mr Rahib Muradov	2303728/2025
Mr Marcell Kiss	2303729/2025
Mr Bela Szabo	2303730/2025
Mr Thomas Pollard	2303731/2025
Mr Kevin Sparks	2303732/2025
Mr Finlay Ash	2303733/2025
Mr Ross Edwards	2303734/2025
Mr Leigh Havicon	2303735/2025
Mrs Kazimiera Helicka	2303736/2025
Mr Paul Wilshaw	2303737/2025
Mr Laszlo Tulok	2303738/2025
Mr Nick Jones	2303739/2025
Mr Chris Freeman	2303740/2025
Mr Martin Fuchs	2303741/2025
Mr Lee Rogers	2303742/2025
Ms Georgiana Radu	2303743/2025
Mr Luke Prentice	2303744/2025
Mr Liam Cullinan	2303745/2025
Mr David Nelson	2303746/2025
Ms Emma McLavey	2303747/2025
Mr James Coombes	2303748/2025

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