



# EMPLOYMENT TRIBUNALS

**Claimants:** Miss S Davies  
Mr M Thomas  
Mr R Aldridge and others (See Schedule)

**Respondent:** Jehu Group Limited (in administration) (1)  
Jehu Project Services Limited (in administration)(2)  
Waterstone Homes Limited (in administration)(3)  
Secretary of State for Business and Trade (treated as a party  
under rule 96)

**Heard at:** Cardiff (in person) **On:** 8 February 2024

**Before:** Employment Judge R Brace  
Non legal members: Ms A Fine and Ms D Hebb

## REPRESENTATION:

**Claimant:** Miss Davies and Mr Thomas - in person  
Mr R Aldridge and others – Mr S McCrossan (Counsel)

**Respondent:** R1, R2 and R3 – Did not attend  
Secretary of State – Did not attend

# JUDGMENT

**It is the unanimous judgment of the Tribunal that**

1. The complaint of the claimants, named in Part I of the Schedule to this judgment (the “Schedule”), under s.189 Trade Union and Labour Relations (Consolidation) Act 1992 of a failure by Jehu Group Limited (in administration) to comply with the requirements of s.188 of the 1992 Act, succeeds against Jehu Group Limited (in administration).

2. Any claim against Jehu Project Services Limited (in administration) and/or Waterstone Homes Limited (in administration), brought by any of the claimants listed in Part I of the Schedule, does not succeed and is dismissed.
3. The Tribunal orders Jehu Group Limited (in administration) by way of protective award under s.189(3) of the 1992 Act, to pay the claimants named in Part I of the Schedule, remuneration for a protected period of 90 days beginning on **21 October 2022**.
4. The complaint of the claimants, named in Part II of the Schedule, under s.189 Trade Union and Labour Relations (Consolidation) Act 1992 of a failure by Jehu Project Services Limited (in administration) to comply with the requirements of s.188 of the 1992 Act, succeeds.
5. Any claim against Jehu Group Limited (in administration) and/or Waterstone Homes Limited (in administration), brought by any of the claimants listed in Part II of the Schedule, does not succeed and is dismissed.
6. The Tribunal orders Jehu Project Services Limited (in administration), by way of protective award under s.189(3) of the 1992 Act, to pay the claimants, named in Part II of the Schedule, remuneration for a protected period of 90 days beginning on **21 October 2022**.
7. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply to these awards.

**Employment Judge Brace**

**Date: 8 February 2024**

JUDGMENT SENT TO THE PARTIES ON 12 February 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

**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 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

## Schedule

### Part I

#### Employees of Jehu Group Limited (in administration)

1. 1600144/2023 Ms Samantha Davies
2. 1600145/2023 Mr Michael Thomas
3. 1600190/2023 Mr Nicholas Arnold
4. 1600191/2023 Mr Ben Aubrey
5. 1600198/2023 Miss Molly Cain
6. 1600199/2023 Mr Dafydd Cantwell
7. 1600208/2023 Miss Catherine Edmunds
8. 1600212/2023 Mr David Paul Enoch
9. 1600220/2023 Mr Emerson Hanlon Vanstone
10. 1600221/2023 Mr Llewellyn Harding
11. 1600222/2023 Mrs Lesley Howard
12. 1600223/2023 Mr Gwilym Hughes
13. 1600224/2023 Mrs Melanie Jehu
14. 1600225/2023 Mr Harri Jehu
15. 1600226/2023 Miss Bethan Jehu
16. 1600229/2023 Mrs Anne-Marie Jehu
17. 1600232/2023 Miss Helen Jenkins
18. 1600233/2023 Mr Ian John
19. 1600235/2023 Mr John (Carwyn) Jones
20. 1600238/2023 Mr Mark Jones
21. 1600241/2023 Mrs Ceri Kenchington
22. 1600253/2023 Mr Andrew Payne
23. 1600254/2023 Mr Gary Pillinger
24. 1600255/2023 Mr Martin Pretty
25. 1600257/2023 Mr Dean Richards
26. 1600259/2023 Mr Matthew Roberts
27. 1600261/2023 Mrs Melanie Rosser
28. 1600262/2023 Miss Fiona Russell
29. 1600263/2023 Mrs Jayne Schoeman
30. 1600264/2023 Mrs Gemma Smith
31. 1600267/2023 Mr Simon Street
32. 1600271/2023 Mrs Claire Thomas
33. 1600278/2023 Mr Simon Webster
34. 1600282/2023 Mr Kai Woodland

**Part II**  
**Employees of Jehu Project Services Limited (in  
administration)**

35. 1600187/2023 Mr Robert Aldridge
36. 1600189/2023 Mr Vince Alm
37. 1600192/2023 Mr Colin Beer
38. 1600193/2023 Mr James Bevan
39. 1600194/2023 Mr Matthew Binding
40. 1600195/2023 Mr Gareth Boaler
41. 1600196/2023 Mr Mark Bowden
42. 1600197/2023 Mr Gavin Butler
43. 1600200/2023 Mr Peter Carr
44. 1600201/2023 Mr Cyrus Caven
45. 1600202/2023 Mr Ian Collins
46. 1600203/2023 Mr Wayne Davies
47. 1600204/2023 Mr Anthony Davies
48. 1600205/2023 Mr Jonathan Davies
49. 1600206/2023 Mr Joshua Dowley
50. 1600207/2023 Mr Sean Dugay
51. 1600209/2023 Mr Mark Edwards
52. 1600210/2023 Mr Steve Ellaway
53. 1600211/2023 Mr Anthony Elliott
54. 1600213/2023 Mr Nigel Evans
55. 1600214/2023 Mr Alyn Evans
56. 1600215/2023 Mr Benjamin Fox
57. 1600216/2023 Mr William Francis
58. 1600217/2023 Mr Lee Francis
59. 1600218/2023 Mr Leon Gunstone
60. 1600219/2023 Mr Haydn Gurmin
61. 1600227/2023 Mr William Jehu
62. 1600228/2023 Mr Samson Jehu
63. 1600230/2023 Mr Stephen Jenkins
64. 1600231/2023 Mr Ian Jenkins
65. 1600234/2023 Mr Tim Jones
66. 1600236/2023 Mr John Jones
67. 1600237/2023 Mr Gareth Jones
68. 1600239/2023 Mr Matthew Joyce
69. 1600240/2023 Mr Gavin Kemmett
70. 1600243/2023 Mr Kevin Lewis
71. 1600244/2023 Mr Tomasz Magiera
72. 1600245/2023 Mr Daniel Mann
73. 1600246/2023 Mr Neil Mccarthy
74. 1600247/2023 Mr Louis Moore
75. 1600248/2023 Mr Lee Morgan
76. 1600249/2023 Mr Christopher Neville
77. 1600250/2023 Mr Graham Paul Newman

78. 1600251/2023 Mr John Noble
79. 1600252/2023 Mr Luke Payne
80. 1600258/2023 Mr Martin Rickwood
81. 1600260/2023 Mr Gerald Rose
82. 1600266/2023 Mr Nigel Starbuck
83. 1600268/2023 Mr Gareth Taylor
84. 1600269/2023 Mr Nicholas Theaker
85. 1600270/2023 Mr Geraint Thomas
86. 1600272/2023 Mr Darren Thomas
87. 1600273/2023 Mr Matthew Thompson
88. 1600274/2023 Mr Callum Tucker
89. 1600275/2023 Mr Huw Tucker
90. 1600276/2023 Mr James Webber
91. 1600277/2023 Mr Ryan Webber
92. 1600279/2023 Mr Gavin Wood
93. 1600280/2023 Mr Christopher Wood
94. 1600281/2023 Mr Nyron Wood
95. 1600283/2023 Mr Martin Workman