



EMPLOYMENT TRIBUNALS
(England and Wales)

**CASE MANAGEMENT ORDER
OF THE PRESIDENT**

In the matter of age discrimination claims challenging the Civil Service Compensation Scheme

CLAIMS of age discrimination challenging the redundancy and voluntary exit terms of the Civil Service Compensation Scheme having been received in various Employment Tribunal regions in England and Wales

AND having received representations dated 19 March 2020 from the Government Legal Department on behalf of the respondents to these claims

AND understanding that the claims subject to this Order have been brought by claimants who are litigants in person and who may have relied in bringing their claims upon a notice published on the website of the Public and Commercial Services Union

AND appreciating that these claimants have not yet had an opportunity to make representations

AND understanding that the respondents are likely to assert that these claims are not brought in time and that they do not plead any reason why it would be just and equitable to extend time

AND understanding that there may be other such present and future claims in which the Government Legal Department is not instructed

AND having regard to the overriding objective under Rule 2 of the First Schedule to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

AND having regard to the distribution of judicial and administrative workload and resources as between the Employment Tribunal regions

AND indicating that the President shall keep the matter under review

IT IS ORDERED THAT:

THE claims in Schedule A (claims challenging the provisions for tapering and capping voluntary redundancy or voluntary exit compensation payments in respect of employees who are approaching or have reached their normal pension age of 60 years at their last day of service), and all such future claims of a similar kind, shall be stayed and transferred to the Employment Tribunal at Bristol

AND such claims are to be combined and case managed in accordance with the directions of the Regional Employment Judge at Bristol

AND that consideration be given to the claim in *Paskins v HMRC* (1400830/2020) being treated as a lead case in accordance with Rule 36

THE claims in Schedule B (claims challenging the provisions for tapering and capping compulsory redundancy compensation payments in respect of employees who are approaching or have reached their normal pension age of 60 years at their last day of service), and all such future claims of a similar kind, shall be stayed and shall be transferred to the Employment Tribunal at Manchester

AND such claims are to be combined and case managed in accordance with the directions of the Regional Employment Judge at Manchester

AND that consideration be given to the claim in *Newby v HMRC* (2400627/2020) being treated as a lead case in accordance with Rule 36

AND in respect of claims in both Schedule A and Schedule B all currently listed hearings in these claims be vacated and all current case management orders stayed subject to the Regional Employment Judges at Bristol and at Manchester convening separate case management hearings on notice to all parties to determine how best to proceed in the light of the representations of the Government Legal Department dated 19 March 2020 and any representations that might be made by individual claimants

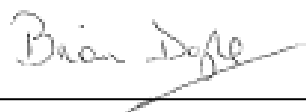
AND the Regional Employment Judges concerned (and any nominated judge) shall seek to coordinate the case management of these claims in both Schedules

AND any party or representative wishing to make representations for the further conduct of any such claims should do so upon application to the Regional Employment Judge at Bristol or the Regional Employment Judge at Manchester as the case might be (and copied to any other interested party or person)

AND the Government Legal Department shall ensure that all claimants in either Schedule shall be served with a copy of its representations dated 19 March 2020 as soon as reasonably practicable and in advance of any future case management hearing

AND a copy of this Case Management Order shall be sent to ACAS and to all known interested parties, and shall be published on the Judiciary website at:

<https://www.judiciary.uk/publications/directions-employment-tribunals-england-wales/>.

SIGNED: 
Judge Brian Doyle
President

DATED: 30 March 2020

Schedule A

<i>Claimant</i>	<i>Respondent</i>	<i>ET</i>	<i>ET Case Number</i>
1 Paskins	HMRC	Bristol	1400830/2020
2 Bridgwood	HMRC	Midlands (West)	1300353/2020
3 Large	HSE	Manchester	2400709/2020
4 Harris I	HMRC	Bristol	1400577/2020
5 Bourne	HMRC	Midlands (West)	1300439/2020
6 Perks	MOJ	Bristol	1400617/2020
7 Styles	MOJ	Midlands (East)	2600348/2020
8 Dolan	DWP	Manchester	2400722/2020
9 Bird	DHSC	Leeds	1800894/2020
10 Thomas	HMRC	Midlands (West)	1300385/2020
11 Hackney	HMRC	Midlands (West)	1300375/2020
12 Johnson	HMRC	Midlands (West)	1300469/2020
13 Slater	HMRC	Midlands (West)	1300479/2020
14 Cullen	EFSA	Watford	3301946/2020
15 Newton	EFSA	London Central	2200340/2020
16 Lawrence	DWP	Watford	3302209/2020
17 Flakes	HMRC	Leeds	1800631/2020
18 Brindley	HMRC	Midlands (West)	1300416/2020
19 Mackay	HMRC	London Central	2200390/2020
20 Hemsley	HMRC	London Central	2200467/2020
21 Taylor J	HMRC	Bristol	1400669/2020
22 Day	CPS	Leeds	1800628/2020
23 Robb	HMRC	Leeds	1800905/2020
24 Crombie	HMRC	Leeds	1801016/2020
25 Shuttleworth	HMRC	Midlands (West)	1300304/2020
26 Roberts	MCA	Cardiff	1600595/2020
27 Plant	HMRC	Midlands (West)	1302303/2020
28 Leavy	HMRC	London Central	2200519/2020
29 Boyle	HMRC	Midlands (West)	1300415/2020
30 Postbeschild	HMRC	Watford	3301988/2020
31 Andrews	HMRC	Watford	3301979/2020
32 Smithe	HMRC	London South	2300502/2020
33 Jennings	ACAS	Manchester	2401170/2020
34 Young J	HMRC	Midlands (East)	2600338/2020
35 Cadman	HMRC	Midlands (West)	1300474/2020
36 Mee	HMRC	Midlands (West)	1304129/2020
37 Thompson	HMRC	Midlands (West)	1304134/2020
38 Shaw	HMRC	Midlands (West)	1304142/2020
39 Whittle	DWP	Manchester	2400912/2020
40 Acland	DWP	Bristol	1400634/2020
41 McConnell	DWP	Midlands (East)	2600618/2020
42 Tempest	DWP	Midlands (East)	2600628/2020
43 Troy	DWP	London South	2300558/2020
44 Heaton	DWP	Manchester	2400752/2020
45 Gallagher	DWP	Manchester	2400750/2020
46 Townsend	DWP	London South	2300432/2020
47 Clark	DWP	Newcastle	2500329/2020
48 Young S	DWP	Newcastle	2500303/2020
49 Raw	DEFRA	London Central	2201029/2020
50 Petladwala	HMRC	Watford	3302728/2020
51 Finlinson	HMRC	Midlands (West)	1304321/2020
52 Kelly	Home Office	London South	2300858/2020
53 Keown	HMRC	Watford	3302839/2020
54 Newnham	DWP	Midlands (East)	2600851/2020
55 Taylor S	HMRC	Watford	3303103/2020

Schedule B

<i>Claimant</i>	<i>Respondent</i>	<i>ET</i>	<i>ET Case Number</i>
1 Newby	HMRC	Manchester	2400627/2020
2 Bromfield	HMRC	Midlands (West)	1300370/2020
3 Cain	DWP	Bristol	1400588/2020
4 Harris E	HMRC	Manchester	2400668/2020
5 Wenham	HMRC	Manchester	2400673/2020
6 Dyer	HMRC	Bristol	1400573/2020
7 Gorecha	HMRC	Watford	3302342/2020
8 McGhee	HMRC	Manchester	2401243/2020
9 Williams	QCDA	Midlands (West)	1302305/2020