



EMPLOYMENT TRIBUNALS (ENGLAND AND WALES)

PRESIDENTIAL CASE MANAGEMENT ORDER

The President of Employment Tribunals may issue case management orders to further the [overriding objective](#) and he may do so, in particular, where claims brought before the Employment Tribunals in England and Wales raise the same or similar issues.

The President may direct that the claims are heard in a particular region or administrative office. In doing so, the President will have regard to whether the interests of justice are advanced by considering the claims together; the distribution of judicial and administrative workload and resources as between the Employment Tribunal regions (including waiting times); and any views expressed by the parties.

This case management order of the President concerns:

**Claims against the Home Office
by former seasonal workforce employees
working in Border Force command**

Background

1. About 50 claims have (so far) been brought against the Home Office in various Employment Tribunal offices throughout England and Wales by individuals who worked seasonally in its Border Force, with additional claims anticipated. These claims relate to or arise from the termination or expiry, on or before 31 January 2025, of the fixed term contracts by which these individuals had been engaged. For administrative purposes the lead claim is presently *Nazir v. Home Office* (6005491/2025).
2. These claims raise common issues of fact and/or law. Many of the claimants have confirmed to the representatives of the respondent that they are agreeable to the claims being heard together. It would further the overriding objective, and be in the interests of justice, for that to happen. Having regard to the current distribution of those claims, the most convenient tribunal office for that purpose would be the London (South) region of the Employment Tribunals.
3. Accordingly, all such claims already underway in England and Wales (insofar as not already proceeding in the London (South) region) will be transferred to the London (South) region. The same applies to all future claims identified as raising common or related issues of fact or law. They will be case managed in accordance with directions made by the Regional Employment Judge for the

London (South) region of the Employment Tribunals or any other Employment Judge as nominated by him.

4. Some tribunal offices have issued case management orders already, or listed the claims for consideration at a preliminary hearing. All such orders are hereby suspended and all such hearings are hereby vacated. No ET3 response form that remains outstanding as at the date of this order will be required until further direction. The Regional Employment Judge for the London (South) region will write to all parties with further directions in due course.
5. If any party or representative wishes to make representations regarding the conduct of these claims they should write to the Regional Employment Judge for the London (South) region, with a copy to all other parties in accordance with [rule 90](#) of the Employment Tribunals Procedure Rules 2024.
6. A copy of this case management order shall be sent to ACAS, all known interested parties and published on the website of the Employment Tribunals at the link below:
<https://www.judiciary.uk/guidance-and-resources/directionsemployment-tribunals-england-wales>

SIGNED:

A handwritten signature in black ink, appearing to read 'Barry Clarke', with a long horizontal stroke extending to the right.

**Judge Barry Clarke
President**

DATED: 15 April 2025