

**EMPLOYMENT TRIBUNALS (SCOTLAND)**

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**Case No: S/4108524/2015 and S/4108525/2015**

**Glasgow on 8 February 2018**

**Employment Judge: Mr R Gall**

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**Mr Joseph McDonald**

**First Claimant**

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**Mr Andrew Clarke**

**Second Claimant**

**Commercial Property Maintenance Services Limited**

**First Respondent**

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**Northsouth Communication Limited  
(In Administration)**

**Second Respondent**

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**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

The Judgment of the Employment Tribunal is that:-

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(1) It is found and declared that the Second Respondents failed to comply with the requirements of Section 188 of The Trade Union and Labour Relations (Consolidation) Act 1992 and;

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(2) The Tribunal makes a protected award in respect of both of the claimants, Joseph McDonald and Andrew Clarke and Orders the Second Respondents to pay remuneration to both of the said claimants for the protected period, namely from 23 January 2015 to 23 April 2015.

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**Employment Judge: Robert Gall**  
**Date of Judgment: 09 February 2018**  
**Entered in register: 09 February 2018**  
**and copied to parties**

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