



EMPLOYMENT TRIBUNALS (SCOTLAND)

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**Case No: 4100992/2019 & others
(see schedule below)**

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Held in Dundee on 03 September 2019

Employment Judge A Kemp

15 **Mr P Burke & others**

**Claimants
Represented by:
Mr G Bathgate
Solicitor**

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Tayone Food Limited (In Administration)

**Respondent
Mr P Kubik
Administrator**

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SCHEDULE

	Mr P Burke	4100992/2019
	Mr S Vrbas	4100993/2019
35	Mr S McGivney	4100994/2019
	Ms F Mestan	4100995/2019
	Mr D Docherty	4100996/2019
	Mr S Carr	4100997/2019
	Ms K MacKay	4100998/2019

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the Tribunal is that

- 5 (1) the respondent failed to comply with the requirements of Sections 188 and 188A of the Trade Union and Labour Relations (Consolidation) Act 1992 in respect of its failure relating to the election of employee representatives and further its failure to consult with the individual employees all as required in Section 188(4) of the said Act, and
- 10 (2) the claimants are awarded a protective award in terms of Section 189 of the 1992 Act and the respondent is ordered to pay remuneration to the individual claimants for the protected period, namely 90 days starting from 22 October 2018.

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25 **Employment Judge:**
Date of Judgment:
Date sent to parties:

Alexander Kemp
04 September 2019
05 September 2019